

**Gender Impact Report**  
**on the Budget**  
**of the Autonomus**  
**Region of Andalusia**

**2025**

**Executive Summary**



# EXECUTIVE SUMMARY<sup>1</sup>

## Gender Impact Report on the 2025 Budget of the Autonomous Region of Andalusia

### Background and methodology of the Report

Gender budgeting is a key tool for improving efficiency and effectiveness in the use of public resources, as it allows them to be allocated more equitably, responding to the different needs of men and women, and eliminating barriers that perpetuate inequality. It is not only a matter of allocating funds to specific programmes for women, but of orienting the main public policies towards correcting gender imbalances. This implies analysing budgetary resources in order to know the potential impact that actions will have on gender equality in a given context.

The Andalusian Administration applies gender budgeting in compliance with the provisions of Law 12/2007, of 26 November, for the promotion of gender equality, article 8 of which establishes that the Budget of the Autonomous Community of Andalusia will be an active element in the effective achievement of the objective of equality between women and men.

In this regard, Legislative Decree 1/2010, of 2 March, which approves the Consolidated Text of the General Law of the Public Finance of the Andalusian Regional Government, mandates that the Draft Budget Law submitted to the Parliament of Andalusia be accompanied, among other documentation, by the corresponding Gender Impact Assessment Report.

The amendment to Law 12/2007, made through the publication of Decree-Law 3/2024, of 6 February, which adopts administrative simplification and rationalisation measures to improve relations of citizens with the Administration of the Regional Government of Andalusia and to boost economic activity in Andalusia, introduces a novelty in the budget preparation process. The Department responsible for the budget, in coordination with the other sections, is responsible for preparing the gender impact report of the Andalusian Draft Budget. This competence is attributed to the Directorate General of Budgets, according to Decree 120/2024, of 25 June, which modifies Decree 153/2022, of 9 August, which establishes the organisational structure of the Regional Ministry of Economy, Finance and European Funds.

The preparation of the Gender Impact Report of the 2025 Budget is governed by the procedure stipulated in article 5 on the process of preparation of the preliminary draft Budget and deadlines, established in the Order of 24 May 2024, which lays down rules for the elaboration of the Budget of the Andalusian Regional Government for the year 2025. For the second consecutive year, Annex VI of the Order includes the classification of the programmes in the different budget sections according to their impact on gender equality.

The Andalusian Administration has its own methodology for classifying budget programmes, the G+ Programme. This aims to categorise them on the G+ scale according to their relevance and importance in contributing to the elimination of obstacles to effective equality between women and men. It also allows for a temporal analysis of the appropriations associated with the most important budgetary programmes and policies from a gender perspective.

The following text is a summary of the chapters of the Budget 2025 Gender Impact Assessment Report.

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<sup>1</sup> Summary of the Gender Impact Report for the 2025 Budget of the Autonomous Community of Andalusia. Complete text in [https://juntadeandalucia.es/export/proy\\_presup2025/genero/informe.pdf](https://juntadeandalucia.es/export/proy_presup2025/genero/informe.pdf).

## Reality (Equality in Reality)

The Reality chapter presents a selection of key indicators from the point of view of equality between women and men in the main socio-economic areas of Andalusia, which are relevant for the promotion of public budget planning with a gender perspective. This edition presents the analysis of 125 statistical indicators<sup>2</sup>, setting out the most significant facts on the evolution of equality between men and women in Andalusia.

In the field of **Power and representation**, the Andalusian Parliament in 2023 shows a balance in the representation of women parliamentarians (48.6%) and men parliamentarians (51.4%). Compared to 2013, there is an increase of almost 3 percentage points in the participation of elected women (45.9%).

At the local level, of the 785 mayoralties existing in Andalusia in March 2024, only 23.9% are governed by women and 76.1% by men. This represents an advance of 3.1 percentage points, albeit insufficient, compared to 2014. In Andalusia's provincial councils, one of the eight presidencies was chaired by a woman in 2022, that of Huelva, and the remaining seven by men.

Data on the presence of women and men in the executive bodies of the political parties with parliamentary representation, trade unions and business organisations<sup>3</sup> in Andalusia in 2024, show that gender inequality persists at present, with 37.5% of the posts occupied by women (126) and 62.5% by men (210). However, these data reflect an increase in female representation of 3.5 percentage points compared to the previous decade.

The staff of the High Court of Justice of Andalusia in 2024 amounts to 87 people, 33 women (37.9%) and 54 men (62.1%). Over the last decade, an improvement can be observed, although insufficient in terms of gender equality, since the female presence has increased by almost five percentage points (33% in 2014).

In the Andalusian University, gender inequalities persist in representation at the highest levels of academia, which conditions the influence of women and men in the management of educational institutions. In the rectorate positions, the situation has not changed in the 2014-2024 period, with 9.1% of female rectors and 90.9% of male rectors at both ends of the decade.

The presence of women in management positions in the media present in Andalusia is still scarce, considering the general data of the sector, since in 2022 women occupied 28.7% of management positions.

In the area of **Employment**, in terms of participation in the Andalusian labour market in 2023, the male employment rate (53%) is higher than the female rate (41%), with significant contrasts, among other aspects, taking into account age or disability. The highest female employment rate occurs between 30 and 44 years of age (68.8%) and the widest gender gap, always with higher rates among men, is in the 45-54 age bracket, with an 18.9 point difference in 2023. For all ages, this gap increases compared to 2013.

It is also important to highlight that disability is one of the reasons that most strongly affects people's employment. In Andalusia, in 2022, the difference in the employment rate of people with and without disabilities is 46.9 percentage points for men and 33.8 percentage points for women. In 2014, the gender gap between people with disabilities was 2.4 points in favour of women, while in 2022 the same figure is maintained, but is favourable to men.

Concerning the proportion of the population according to the number of hours they work per week, in Andalusia there is a higher proportion of women among those who work fewer hours, mainly due to their greater dedication to care work. In 2023, 63.3% of all employed women work up to 39 hours, compared to 39.7% of all men. After 40 hours, the number of men outnumbered women in all hour ranges, with the greatest difference in the range of 40 to 49 hours worked per week, where 66.3% are men and 28.6% are women.

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<sup>2</sup> In general, the date for obtaining statistical data has been unified to 30 April 2024, which means that some indicators already provided in the Gender Impact Assessment Report of the 2024 Budget will be republished, given the impossibility of updating the data to the aforementioned date.

<sup>3</sup> Data from July 2024. The sources consulted do not have information on the existence of regional executive bodies in the following parties with parliamentary representation in Andalusia in 2024: Vox, Por Andalucía and Mixto-Adelante Andalucía.

In terms of unemployment, in 2023, the female unemployment rate in Andalusia stands at 21.3% and the male rate at 15.4%. In the period 2013-2023, the gender gap in the unemployment rate has increased by 2.7 points in Andalusia, although, in both sexes, this rate is considerably lower at the end of the period. By age group, the group with the highest unemployment rate in 2023 is young people (16 to 29 years old), with 21.4% for women and 21.1% for men. In the period 2014-2023, the young population (between 16 and 34 years of age) that neither works nor studies has decreased considerably: it has dropped 7.8 points among men and 14.3 among women in Andalusia, with 21.1% of men and 16.8% of women in this situation.

In 2023, underemployment affects 12.9 per cent of employed women and 6.5 per cent of men. By household type, women heading single-parent households have the highest rate at 18.3 per cent, while those in couple households with children have a rate of 12.5 per cent.

In terms of self-employment, in 2022, a total of 374,002 people were registered in the Special Scheme for Self-Employed Workers or Self-Employed Individuals, with an increase of 17.9% over the decade. By sex, throughout the decade there has been a majority of men, although the proportion of women has been gradually increasing. In 2012, women represented 33.6% and ten years later their presence has increased by 2.8 percentage points, reaching 36.4%, while men represent 63.6%.

Finally, men are the majority of those receiving retirement and permanent disability pensions, while women predominate in widowhood pensions. In 2023, in Andalusia, 60.4% of those receiving retirement pensions will be men, while 90.9% of those receiving widowhood pensions will be women.

In the area of **Taxes**, in the Personal Income Tax (IRPF), the number of returns filed in 2023 in the Autonomous Community of Andalusia corresponding to the IRPF 2022 campaign amounted to a total of 4,092,833, and presents a balance by sex, since 54.6% of them correspond to male taxpayers and 45.4% to female taxpayers. However, there are notable differences in the participation of women and men in joint married and joint single-parent taxpayers (18% of the total number of returns). The percentage of female taxpayers as first taxpayers was 15.4% and 74.7%, respectively.

In the field of **Business**, a total of 530 individuals, between shareholder and worker partners, set up new worker-owned companies in Andalusia in 2023, which represents an increase of 29.3% compared to 2022, 37.5% being women and the remaining 62.5% men. Over the decade, there has been an increase in female representation of 3.5 percentage points (34.1% women and 65.9% men), although still far from the margins of equilibrium.

In the area of the social economy, the cooperative societies created in Andalusia in 2023 led to the incorporation of 1,296 people as newly-created cooperative members, with a distribution of 42.4% women, compared to 57.6% men. In 2023, women participated 2.8% more than in 2013, with a decrease in the number of members of both sexes.

In the area of **Universities**, the data on students enrolled in undergraduate studies in Andalusian universities in the academic year 2022/2023 show a total of 202,992 people, with a balanced distribution (56.9% female students and 43.1% male students). Although the total number of people enrolled has decreased (236,712 enrolled in 2012/2013), the proportion of women is 2.2% higher than that observed ten years earlier. By branches of knowledge, a majority of men are enrolled in Engineering and Architecture (74.5%), with an unbalanced distribution. On the other hand, female students are more numerous in the remaining branches: Social and Legal Sciences (62.2%), Arts and Humanities (66.3%) and Health Sciences (73.4%). The Science branch is the only branch with a gender balance (53.2% women). Regarding the staff of Andalusian universities, inequalities are still present in the teaching and research staff (PDI), which together total 17,694 people in 2021, 40.8% of whom are women and 59.2% men. As regard to the highest scale within this group, the professorships, in the academic year 2022/2023 are occupied by 2,788 people, of which 25.8% are women and 74.2% are men. There is also no balance in the university school chairs, which are occupied by 37.1% women and 62.9% men.

In the **ICT area**, a total of 6,180,842 people used the Internet during 2023 in Andalusia, of which 50.8% were women and 49.2% men. With regard to the particular uses of the Internet in the last three months of 2023, the greatest differences by sex are observed in the search for information on health issues (76.1% women and 66.6%

men), in participation in social networks (71.7% women and 65% men) and in the use of Internet banking (64.3% women and 71.8% men). Compared to 2013, the use of the Internet for telephoning or making video calls and the use of Internet banking increased by around 50 and 25 percentage points respectively, with a similar increase for both sexes. And in the case of reading news, newspapers or magazines online, the growth is mainly female (12.9 percentage points), with the increase for men being insignificant.

In the field of **Education**, the suitability rate, an indicator that expresses the percentage of male and female students who are enrolled in the year that corresponds to their age, shows that female students obtain better results than male students at all ages and in all years of the period analysed 2010/2011-2020/2021. Although it has been gradually reducing, these data reflect the persistence of a gender gap that affects boys in academic results, being lower at the age of 8 and increasing as age increases, up to the age of 15. Specifically, the differences between male and female students in their academic results increase from 1.9 percentage points at the age of 8 to 7.7 points at the age of 15.

At the baccalaureate stage, taking into account the segregation by branch that occurs in the students' options for their future professional careers, the tendency of a greater presence of male students is maintained in Science, and on the contrary, there is a greater presence of female students in the Humanities and Social Sciences Baccalaureate. In the Intermediate Level Training Cycles, by professional family, differences can also be seen in the choice of studies that will later condition their opportunities in the labour market.

**Culture** plays a fundamental role in promoting the values of equality between women and men, although inequalities between men and women persist in almost all cultural sectors. In terms of cultural employment, the ratio between men and women employed in this sector has remained stable throughout the decade (2011-2021), with values close to 60% of men and 40% of women. The female non-wage-earning population has almost doubled with respect to 2011, reaching a total of 12,757 female workers, which represents 51.6% of the total, contrary to 2011, when men were the majority in this group (67.1%).

The works authorship indicator measures the gender gap in creative activity among those who register their works in the Andalusian Intellectual Property Registry. In 2022, a total of 5,227 people applied for the registration of their works, 7% less than in 2012 (5,620). In both years, the proportion of men is higher than that of women, outside the margins of balance, although the gender gap has narrowed over the decade (69.9% men in 2012 and 63.5% in 2022).

On the other hand, in terms of average household expenditure on cultural goods and services, differences in expenditure can be observed according to the sex of the main breadwinner. In 2022, this expenditure was €482.4 for female main breadwinner households and €587.3 for male main breadwinner households, with a decrease in overall expenditure compared to 2012.

In the **Sports sector**, performance sport in Andalusia, in 2022, registers 1,961 people, with 60.4% men and 39.6% women. In 2022, the people who have attained the status of High Level or High Performance athletes in Andalusia do so through 49 different sports modalities. Most of the modalities have a higher percentage of men than women. Among the sports with the greatest gender gap due to male predominance, hockey (100%), motor boating (94.7%) or aerial sports (87.5%) stand out. In the case of women, among the disciplines with the largest gender gap by majority of women, basketball (91.7%) and skating (83.3%) are worth mentioning.

As for federated sports licences in Andalusia in 2022, these total 415,493, 0.6% more than in 2012 (412,996). By sex, the number of federated sports licences decreases among women by 14% over the decade, while the number of men's licences increases by 3.9%. In 2022, the distribution is 84.4% male and 15.6% female, with the gender gap having widened over the decade (81.8% male in 2012). The sports federations with the highest number of licences in 2022 are football (40%) and hunting (21.2%). In both cases, male licences outnumber female licences by more than the break-even margins (92.5% and 99.1%, respectively).

In the area of **Health**, if we take the standardised mortality rates by sex (rates per 100,000 persons/year), according to the seven main groups of causes: circulatory, tumours, infectious, respiratory, digestive, nervous system and external causes, it can be seen that, in 2022, these causes produced a total of 16,023 deaths in the

population aged 1 to 69 years in Andalusia, of which 67.6% corresponded to men and 32.4% to women. In all cases, the male rates exceeded the female rates, except for mortality due to causes of the nervous system, where the female rate is higher (56.6), but not far behind the male rate (54.1). On the other hand, the leading cause of death for men was tumours (323.6), while for women it was circulatory diseases (228). Circulatory diseases are the second leading cause of death for men (315.1), with tumours (160.5) for women. The third cause for men is respiratory diseases (127.2) and for women diseases of the nervous system (56.6).

In the field of mental health, the number of people treated for mental health problems in Andalusia in 2023 amounted to 1,682,554, 33.3% more than in 2014. By sex, there is a higher proportion of female patients, representing 67.1% in 2014 and 65.9% in 2023. Considering the different disorders, in 2023, those with the highest proportion of patients treated are those affected by anxiety disorder and mood disorder, both in the case of women and men. On the other hand, men are treated in greater proportion than women for schizophrenic disorder (59.6%) and for childhood and adolescent onset disorder (67.3%). In the rest of the disorders (personality and adult behaviour, autistic spectrum and eating behaviour), women predominate, above 60%.

With regard to suicide mortality, the crude suicide death rate (rate per 100,000 persons/year), with data from 2022, shows that it increases with age, more markedly in men than in women. It is also observed that the rates are lower for women than for men in all age groups. Thus, for men under 30 years of age, the rate is 2.7 and 1.0 for women. For people aged 85 and over, the crude rate for men is 61.6 and 6.9 for women.

In the area of **Social Welfare, work-life balance, dependency and gender based violence**, data is provided by the Information System of the System for Autonomy and Care for Dependency (SISAAD), as of 30 June 2024, on people in a situation of dependency with decisions issued. Depending on the degree of dependency, there are also differences in the distribution by sex. 29.6% of people are in a situation of moderate dependency. The distribution rises to 44.8% among those with a recognised degree of severe dependency and, lastly, 25.6% are in a situation of severe dependency. In all degrees of dependency, women represent 62.5% and men 37.5%, with the former reaching their maximum representation in Degree I (65.1%) and men in Degree III of dependency (40.8%). Compared to 2014, male participation has increased by 3.3 percentage points, although the pronounced feminisation remains.

As of 30 June 2024, the data show a majority presence of female beneficiaries in all the services and economic benefits offered through the Individual Care Programme (PIA), except for the benefit for care in the family environment, in which men represent 52.7%. Compared to 2014, the number of beneficiaries of the Home Help Service has quadrupled, with women accounting for 71.4%. Likewise, the economic benefits linked to the service have doubled, with women accounting for 74.6% of the total. In 2024, non-professional caregivers in Andalusia totalled 85,713 people, 4.9% less than a decade ago. The proportion of women (82.3%) in the total has also decreased with respect to 2014, although it continues to be a highly feminised group.

In the area of **gender violence**, during 2023, a total of 40,717 complaints were filed in Andalusia for gender violence, 5.1% more than the previous year. This represents 21.3% of the total number of complaints made in Spain. The rate of complaints per 10,000 women in Andalusia is 92.6, which is 10.3 percentage points higher than in the national context.

Of the total number of protection orders and measures initiated in the courts, one of the protection measures for victims in 2023 amounted to 8,790, which represents 21.2% of all protection orders and measures initiated in Spain. There was a 0.4% decrease in protection orders and measures in Andalusia and a 0.1% decrease in Spain as a whole in comparison with the previous year. Of the protection orders and measures initiated in 2023 in Andalusia, 75.7% were adopted, while 23.6% were denied, and 0.7% were not accepted.

The number of women murdered due to gender violence in Andalusia will rise to 17 in 2023 (11 in 2022), which represents 29.3% of the total number of fatalities due to gender violence at national level (58). Since 2004, when 19 women were murdered in Andalusia and 72 in Spain, the situation has evolved unevenly, although the trend has been towards a decrease in the number of cases.



The benefits granted in 2023 for childbirth and childcare, currently personal and non-transferable, have increased by 5.9% in Andalusia with respect to 2020, reaching 87,008 benefits. Those requested by the first parent account for 47.7% and those of the second parent for 52.3%, with an increase of 1.6 percentage points in requests from the second parent in 2023.

In the area of **Housing**, the accumulated data on access to subsidised housing for the period 2008-2022 shows a total of 61,502 people benefiting from this type of housing, 38.3% of whom were men and 30.9% women. Together, 28.6% did so, and of the remainder (2.1%), the sex of the beneficiary is not recorded. The accumulated registrations of subsidised housing (VPO) in Andalusia amounted to a total of 249,618 in the period 2010-2022. Of these, 40.2% correspond to women and 29.6% to men applicants; the rest were made jointly.

In the sector of **Transport**, according to data from the General Directorate of Traffic of the Ministry of the Interior, in 2022 the total number of drivers in Andalusia amounts to 5,017,810, of which 42.5% are women and 57.5% are men. During the decade 2012-2022, the number of female drivers has increased by 13.3% and that of male drivers by 0.6% in Andalusia. According to the data provided by the General Directorate of Traffic on victims of traffic accidents in Andalusia in 2022, counted in 24 hours, the number of injured people amounted to 22,954 people, of which 60.4% were men and 30.6%, women. The evolution that has occurred in Andalusia between 2012 and 2022 reveals, as a whole, that the number of injured people has increased by 31.2%.

In the area of **Agriculture and Fishing**, the analysis of the ownership of agricultural holdings, according to sex and type of livestock, shows that in 2024 there were a total of 138,289 livestock holdings in Andalusia. Of this total, 124,629 belong to natural persons, showing a significant masculinisation of the sector, as 84.2% are owned by men, compared with 15.8% female-owned.

As for individuals applying for direct aid under the Common Agricultural Policy (CAP) in Andalusia, in 2013, of the total of 261,635 individuals who applied, 60.8% were men and 39.2% were women, while in 2023, of a total of 203,391, 58.5% were men and 41.5% were women. Therefore, during the decade analysed, the gender gap has narrowed by 4.6 percentage points in the submission of these applications.

In the field of the **Environment**, female employment demand in this sector rises between 2015 (537,110) and 2022 (655,002), while male employment demand shows a decreasing trend between the two years (834,405 and 670,675). Throughout the period, the distribution by sex has gradually become more balanced, reaching practically parity in 2022 (50.6% men and 49.4% women).

In the **Tourism sector**, the Balance of the Tourism Year in Andalusia for 2022 puts the number of people employed in the tourism sector at 408,400, with 46% women and 54% men. By branch of activity, an unequal distribution by sex is observed in the tourism industry, with men being present in greater proportion than women in the branches of other tourism activities and transport (20.3% and 13.8% for men, and 15.9% and 2.2% for women, respectively). In terms of tourism demand, in 2022, 30.8 million tourists visited Andalusia, with a balanced distribution, as 52.4% were women and 47.6% were men.

In the **Commercial sector**, the number of employed persons in Andalusia in 2023 amounts to 487,198 (52.5% women and 47.5% men). There is an overall increase of 12% compared to 2013, with no notable variation by sex. In 2023, the number of salaried employees amounts to 75.8%, showing a gender balance, with a slightly higher proportion of women (54.3%). In terms of employers (7.5%), the proportion of men is higher (61.9%) than that of women (38.1%).

## Representation

The chapter on Representation offers an analysis by sex of the staff working in the General Administration of the Regional Government of Andalusia, the Andalusian Public Education System, the Andalusian Health Service, the non-judicial staff of the Justice Administration, as well as the instrumental entities and consortia of the Andalusian public sector. The ultimate aim is to ascertain the situation in order to be able to design and

implement corrective measures that promote greater gender balance and, in turn, improve efficiency in the use of human resources in the Andalusian Public Administration.

This edition contains an in-depth analysis of the staff of the General Administration of the Andalusian Regional Government, covering the period 2008-2024, which provides a time perspective of sufficient scope to contrast the trends identified in 2012, 2016 and 2019. It also offers a study of the salaries, as well as the leaves and administrative situations enjoyed by said staff, in a comparative perspective between 2016 and 2024.

### **Personnel of the General Administration of the Regional Government of Andalusian**

The evolutionary analysis of the representation by sex of the staff of the General Administration of the Andalusian Regional Government shows a tendency towards feminisation. During the period analysed, the representation of men and women remained balanced between 2008 and 2013. From the following year onwards, the presence of women intensifies progressively until 2023, reaching the maximum value of the whole series (IPRHM=1.28), a value that is maintained in 2024.

In 2024, the feminisation of the group is observed in all categories in relation to the 2008 representation values. Civil servants have a more balanced composition, although with a majority of women at both ends of the period studied (IPRHM=1.07 in 2008 and 1.14 in 2024). On the other hand, the labour staff, which continues to be the most numerous category, is the one with the most feminised representation (IPRHM=1.33 in 2008 and 1.43 in 2024). Finally, the senior management staff of the Andalusian General Administration has maintained balanced values from 2008 (IPRHM=0.92) until 2024, the year in which it moves slightly away from parity (IPRHM=0.89).

Considering the professional groups and subgroups, the presence of women in civil servants personnel has increased in all groups since 2008, except for group C2 (IPRHM=1.36 in 2008 and 1.27 in 2024). Among the employed staff, the presence of women has also increased in all groups, except in group IV, where male participation has increased (IPRHM=1.13 in 2008 and 1.09 in 2024).

Likewise, the presence of women and men at levels 27-30 of the administrative career shows that the over-representation of men in 2008 (IPRHM=0.73) has given way in 2024 to a situation within the limits of balance (IPRHM=0.93), although still with a greater presence of men.

Temporariness is a relevant factor in the analysis of the quality of public employment from a gender perspective. Temporariness in January 2024 is 0.5 points lower than that observed in February 2023, affecting 20% of staff. It is also higher among women (24.1%) than among men (12.8%), reducing the gender gap to 11.2 points, 1.1 points less than in 2023. The gender gap is higher among the workforce, affecting 37.1% of women and 25.6% of men in this group.

The analysis of the pay gap among the staff in the service of the General Administration of the Andalusian Regional Government places it at 13.2% in 2024<sup>4</sup>, which shows an increase compared to 2019 (12.4%) and a return to the figures of 2016 (13%), the first year the analysis was carried out. Civil servants have the largest pay gap, although it has narrowed from 10.8% in 2016 to 9.5% in 2024, while the gap among employees increases slightly from 4.4% in 2016 to 4.9% in 2024. On the other hand, a gender gap is observed for the first time among senior staff, of 2.9% in 2024 in favour of men.

Lastly, the conclusions of the study of leave taken by men and women staff of the General Administration of the Andalusian Regional Government show that in 2024, 27.1% had requested some type of leave or administrative situation. The use of leave is clearly feminised as 73.4% of the staff who have requested it are women. The days of administrative leave used for temporary incapacity for work (IT) were the most numerous of all the leaves analysed, with an IUt-IT of 1.17 in 2024, lower than in 2016 (1.19). Despite being the category of staff who make least use of temporary incapacity for work, senior managers experience the greatest feminisation of the use of

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<sup>4</sup> The data have been extracted as of 1 January 2024 but refer to remuneration and leave situations that have taken place during the financial year 2023.



this type of situation (IUt-IT=1.29), followed by civil servants and employees (IUt-IT=1.17 and 1.11, respectively). In relation to age, staff under 35 years of age stand out (IUt-IT=1.22).

Concerning the unpaid leave days (PNR), the highest proportion was concentrated among civil servants. Women used more unpaid leave days among both civil servants and employees (IUt- PNR=1.01 and 0.83, respectively). However, male civil servants at levels 27-30 took the most leave (IUt-PNR of 0.46), as did those in group C2 (IUt-PNR of 0.52). Among senior staff, no unpaid leave days were requested. Neither did they take leave for reduced working hours (RJ), while in the other two groups, feminisation is very high. Civil servants show the highest intensity of weighted participation of women (IUt-RJ=1.47), especially in group A1, which is also the group with the highest number of days. Amongst the employed staff, group I stands out as having the most feminised index of all (IUt-RJ=1.50) and without any male leave. There is a clear effect of the number of descendants, as the situation with two or more children accounts for 48.4% of the leave and has a high feminisation index (IUt-RJ=1.35). Finally, the analysis of childbirth and childcare leave (PNC) shows that the trend of increasing male participation in this type of leave continues (IUt-PNC=0.91 in 2024 and 1.08 in 2016). The majority of men taking parental leave have a child (37.7%), compared to 35.1% of those who are going to become fathers for the first time.

### Personnel of the Public Educational System of Andalusia

The gender distribution of the personnel of the Andalusian Education System, as of 1 January 2024, remains the same as in the previous year, with an IPRHM of 1.32, which shows the marked feminisation of the group. By type of centre, both public and subsidised centres have the same proportion of men and women among their staff as in 2023, with an IPRHM of 1.32 and 1.31, respectively.

Female representation increases across the board in most types and levels of education with respect to 2023, including the more male-dominated group of Educational Inspection, whose IPRHM rises from 0.72 in 2023 to 0.75 in 2024 without yet reaching the margins of equilibrium. The exception to this trend is Compensatory Education, where there is a slight increase for men which does not significantly modify the intense imbalance, with an IPRHM of 1.63.

The teaching areas with the highest female over-representation are once again Special Education (IPRHM=1.76), Compensatory Education (IPRHM=1.63) and Pre-school and Primary Education (IPRHM=1.53), confirming the trend of previous years. The Secondary Education teaching staff, the largest in the Andalusian Public Education System (49.2%), is represented, as in the previous year, within the margins of balance (IPRHM=1.13). Likewise, the representative balance is maintained in the teaching teams of Teacher Training (IPRHM=1.16) and in Special Regime Education (IPRHM=1.02), with an increase in feminisation in both cases.

The composition of the management teams in the Andalusian Public Education System reflects the same situation as the previous year (IPRHM=1.17), consolidating the trend towards the incorporation of women, although to a lesser extent than in the system as a whole. Thus, women represent 50.6% of the management posts (IPRHM=1.01), 55.4% of the sub-directorates (IPRH =1.11) and 58.9% of the vice-directorates (IPRHM =1.18). The occupation of professorships continues to be predominantly male (IPRHM =0.80) although in 2024 it is within the margins of equilibrium for the first time.

### Personnel of the Public Health Service of Andalusia (SAS)

The SAS statutory personnel, on 1 January 2024, maintains the same imbalance between women and men (IPRHM=1.40) as on the same date the previous year. This value makes it the most feminised group in the Andalusian Administration, and confirms the trend observed in recent years. The basic positions, with fewer responsibilities and lower salaries, are the most numerous in the workforce (89.8%), and show the highest representation of women (IPRHM=1.42), which decreases among the most senior posts (management and decision-making).

In subgroup A1, which has higher level academic requirements for access, the presence of women (IPRHM=1.14) increases compared to the previous year (IPRHM=1.11), continuing the trend towards the incorporation of

women in this subgroup. This leads to a slight increase in the participation of women in middle management (IPRHM=1.03) and management positions (IPRHM=0.90) compared to 2023 (1.00 and 0.88 respectively). Meanwhile, the upper levels of the administrative career (27-29) maintain masculinisation (IPRHM=0.68), although to a lesser extent than a year earlier (IPRHM=0.66). Age and offspring seem to influence the presence of women at these higher levels, since the older they are and the greater the number of offspring, the greater the over-representation of men.

### **Non-legal personnel of the Andalusian Justice System**

Non-judicial personnel in the service of the Justice Administration of the Andalusian Regional Government maintain the same degree of feminisation as the previous year with an IPRHM of 1.36. By group, the increase in female participation in the A1 group stands out, which is the most minority group and for which higher qualifications are required, whose IPRHM rises to 1.25, three tenths of a point with respect to the previous year. By staff category, the over-representation of women remained the same as in 2023 in all categories except in the category of interim reinforcement staff, where it became more pronounced, with its IPRHM rising from 1.59 to 1.61.

In 2024, the temporary employment rate is three tenths of a point higher than in the previous year, reaching 15.8% of all non-judicial staff. In the same vein, the gender gap rises to 7 points (compared to 6.9 points the previous year), with 18% of women compared to 11% of men.

The representation by sex in the General Bodies of the Administration of Justice is identical to that of the previous year, showing an IPRHM of 1.36, the same as that of the staff as a whole. As a novelty, the gradual feminisation of the secretariats of the Magistrates' Courts, traditionally occupied by a majority of men, can be observed. In 2024, the female presence is in the majority, registering an IPRHM of 1.07 compared to the male majority of the previous year (IPRHM=0.93).

The Forensic Corps has also increased its female presence with respect to the previous year (IPRHM=1.25) but is still below the distribution of the whole (1.36). Despite the increase in the number of women in management positions, the presence of men is still slightly higher, resulting in an almost even distribution (IPRHM=0.97).

### **Personnel of the instrumental bodies of the Andalusian public sector not subject to the VI Workforce Agreement of the Regional Government of Andalusia**

As of 1 January 2024, the total representation of the instrumental entities of the Andalusian public sector shows balanced values (IPRHM=0.92), although slightly further away from parity than the previous year (IPRHM= 0.95). Among these, consortiums are the only entities that maintain balanced representation values (IPRHM=0.94). Mercantile companies (IPRHM=0.69) and public business agencies (IPRHM=0.75) stand out for their over-representation of men, while foundations and the only administrative agency included in the analysis (Agency for Scientific and University Quality of Andalusia) have a highly feminised workforce (IPRHM=1.39 and 1.67, respectively).

The staff in core positions show the same representation as in the total (IPRHM=0.92). Among intermediate management, there is a trend towards more women (IPRHM=1). However, staff in management teams who do not occupy senior positions (IPRHM=0.60) continue to reveal an over-representation of men, outside the margins of representative balance. In addition, among the staff in governing bodies (IPRHM=0.72) and top management (IPRHM=0.51), there is also a predominant presence of men.

On the other hand, the existence of equality plans is increasingly widespread among the entities and consortia analysed (63.5%), which is 21.1 percentage points more than in 2023. Public business agencies stand out, with 76.9% of those analysed having such plans. At the other end of the scale is the only administrative agency considered in this analysis, the Agency for Scientific and University Quality in Andalusia (ACCUA), which does not have an equality plan as of the date of preparation of this report.

## Resources-Results

The consolidated budget of the Autonomous Community of Andalusia for the year 2025 amounts to 48,871.6 million euros, which represents an increase of 4.5% with respect to the previous budget.

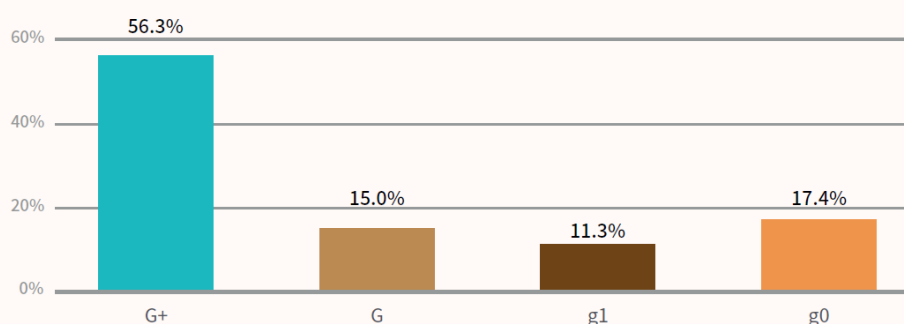
Gender budgeting has been established as an appropriate and effective strategy for public policies to address gender inequalities in the different areas of social, political and economic life that have been previously identified and diagnosed, and to direct public resources towards achieving equality between women and men. This process is an exercise in transparency towards citizens, which enables the efficient allocation of public resources and improves accountability.

The classification of budget programmes according to their gender impact is structured on the G+ scale. This firstly distinguishes programmes according to their gender relevance, i.e. whether or not they have an impact on people. After this first division, those that do affect people are categorised according to four criteria: the transformative power, according to whether the programme has the competences to act and whether they are relevant in relation to equality between women and men; the impact capacity, according to the number of people affected by the programme's actions; the functional relevance, if the area in which the programme acts is recognised as a strategic area in gender equality, i.e. if it can act as a "lever for change" of inequalities; and finally, if it has effects on the management of the staff of the Andalusian Regional Government's work centres. The programmes, according to these criteria, are classified into four categories from highest to lowest gender impact: G+, G, g1 and g0<sup>5</sup>.

On an annual basis, the G+ scale is reviewed to reflect changes in the organisational, functional and competence structure of budget programmes. For the 2025 Budget, the Institutions of the Junta de Andalucía<sup>6</sup> have been classified for the first time in the G+ scale. On the other hand, the following analysis also considers for the first time debt service, the Andalusian Agricultural Guarantee Fund (F.A.G.A.), the Participation in State Revenues (P.I.E.), and section 35.00 Participation of Local Entities in the Autonomous Community Taxes.

The budget programmes classified as G+, of high relevance for gender equality in Andalusia, once again concentrate most of the appropriation in the 2025 Budget, as they represent 56.3% of the total, i.e. 27,501.1 million euros in absolute terms. Programmes of medium relevance, classified in category G, account for 15% of the budget total, i.e. EUR 7,337.5 million. And g1 programmes, those with a low relevance for gender equality, make up 11.3% of the total, amounting to 5,531.3 million euros.

**CHART 1. STRUCTURE OF THE 2025 BUDGET OF THE AUTONOMOUS REGION OF ANDALUSIA ACCORDING TO G+ SCALE**



<sup>5</sup> The categories express the following scale: G+ are programmes of maximum relevance to gender equality; G programmes are of medium-high relevance; g1 programmes imply low relevance; and programmes that are considered not to affect people, and therefore of no relevance in contributing to gender equality, are categorised as g0 programmes.

<sup>6</sup> Parliament of Andalusia, Chamber of Auditors, Advisory Council of Andalusia, Audiovisual Council of Andalusia, Council for Transparency and Data Protection of Andalusia and the Agency for Competition and Economic Regulation of Andalusia.

Compared to the previous budget, all gender-relevant programmes increase their budget for 2025. Thus, the appropriations for the G+ programmes grow by 4.9%, which is equivalent to 1,274.8 million euros more than in the 2024 budget. The increase for the G-programmes is 4.3%, with EUR 300.7 million. For g1 programmes, the increase is 9.4%, amounting to EUR 474.5 million more. For the non-gender budget programmes, g0, their appropriations increase by 0.6%, with a total of EUR 50.4 million.

**TABLE 1. EVOLUTION OF BUDGETARY PROGRAMMES ACCORDING TO G+ SCALE**

2025				Variation 2025/2024	Variation 2025/2024
Classification G+	Number of programmes	Initial credit	%		
G+	54	27,501,080,633	56.3%	4.9%	1,274,805,058
G	64	7,337,482,693	15.0%	4.3%	300,725,175
g1	36	5,531,272,268	11.3%	9.4%	474,493,191
g0	19	8,501,765,170	17.4%	0.6%	50,386,402
<b>TOTAL</b>	<b>173</b>	<b>48,871,600,764</b>	<b>100%</b>	<b>4.5%</b>	<b>2,100,409,826</b>

2024: Initial 2024 Budget credit modified to make the comparison homogeneous with the 2025 Budget credit. Initial 2024 and 2025 credit including the debt service, FAGA, PIE, section 35.00 and Institutions.

The Gender Impact Assessment Report of the 2025 Budget compiles in the second section of this chapter, the expected results from a gender perspective of the application of the actions presented by the departments, agencies, consortiums and a selection of instrumental entities from among those listed in Annex VII of the Order for the preparation of the 2025 Budget.

As a novelty, Annex 1 of the Report compiles the gender budget objectives, actions and indicators extracted from the GIRO Information System, contained in the Files of the programmes classified as G+, on the Junta de Andalucía's budget and gender scale. The ultimate aim is to facilitate the understanding of the information compiled in the aforementioned section, relating the elements of budgetary planning with the expected results in the field of equality between women and men.

### Budget indicators by policy

The number of budgetary indicators in the Budget of the Andalusian Regional Government for 2025 totals 4,936, of which 38.5%, i.e. 1,899, are indicators linked to gender equality.

The gender-relevant budget indicators of the Andalusian Regional Government's budget are grouped into two categories. The first ones specifically assess aspects of equality between men and women and are classified G1. The second are those which refer to individuals and which, in compliance with Andalusian legislation, are disaggregated by sex. These are classified as G2 and, in general, reveal gaps between women and men and provide basic information on statistical aspects.

An analysis of the distribution of the gender-related indicators by department and section shows that most of them are concentrated in the departments linked to social spending. Thus, 20.5% (390 indicators) correspond to the Department of Social Inclusion, Youth, Families and Equality. The Department of Health and Consumer Affairs has 15.3% of gender indicators (291) and the Department of Educational Development and Vocational Training has 14.9% (283 indicators). In other words, these three sections account for around half of the gender-relevant indicators in the budget planning of the 2025 Budget.

The departments with proportions below 10% and above 5% are: the Department of Employment, Enterprise and Self-Employment, 167 (8.8%), Culture and Sport, 152 (8%), Justice, Local Administration and the Civil Service,

130 (6.8%) and Development, Territorial Planning and Housing, 117 (6.2%). The remaining indicators have a proportion of less than 5%, with the Ministry of Industry, Energy and Mines in last place (22 indicators, 1.2%).

If the Junta de Andalucía's policies as a whole are taken into consideration, there is once again a greater concentration in social policies. The Reconciliation, Equality and Families policy has 442 indicators (23.3%). The policy of Administration and Management of the Junta de Andalucía and its Institutions has 269 indicators (14.2%), closely followed by the policy of Health, with 248 indicators (13.1%). Education has 198 indicators, 10.4% of the total.

## Evaluation of the gender impact of the Draft Budget Law for 2025

The Andalusian Gender Budget 2025 recognises and addresses inequalities between women and men in all areas of public policy. To this end, it establishes expenditure planning, setting targets and allocating budgetary resources in order to reduce these inequalities. These targets are also aligned with Andalusian and state regulations regarding the promotion of equality and the fight against gender-based violence, and direct the government's efforts towards the elimination of the gaps, prioritising key areas to which the necessary resources are allocated for their achievement.

In this way, the 2025 budget focuses on driving economic growth that is sustainable, inclusive and resilient, while devoting a significant share of resources to strengthening the welfare state, ensuring quality public services in key areas such as education, health and social services. This approach seeks not only to improve access to and quality of these services, but also to contribute to reducing social inequalities, including those between men and women.

In this regard, addressing the area of **power and representation** in the face of the persistence of gender gaps in decision-making positions and responsibilities, the Regional Government of Andalusia has planned to implement various measures to promote equality among public employees in the most strategic areas such as work-life balance, as well as to develop the Equality Plan for the Administration of the Regional Government of Andalusia 2023-2027, ratified by the Agreement of 24 October 2023 of the Governing Council. The measures of the plan are integrated within the set of actions for planning and management of human resources, which increases its initial appropriation by 7.2% and endows it with 34.8 million euros for the financial year 2025.

The Andalusian Budget for 2025 also establishes various strategies aimed at boosting economic growth and generating employment in the region. Thus, the **employment and self-employment** policy has a budget of 1,180.6 million, which represents an increase of 5% in relation to the previous budget, reflecting its growing importance for 2025. Within this policy, the actions linked to labour intermediation and guidance stand out in particular, with an increase of 15.6%, reaching 424.9 million euros. In addition, active employment policies have a total of 311.3 million euros, while the allocation for employment training amounts to 283.6 million euros.

Labour intermediation and guidance policies contribute to improving employability and progressively reducing inequalities in access to employment, paying special attention to the most vulnerable people, young people and women victims of gender-based violence. In this last area, among the measures financed by the 2025 Budget, the provincial units for comprehensive care and support for the socio-occupational integration of women victims of gender-based violence, a service that supports women in improving their skills, both personal and professional, and their job positioning, stand out.

Active employment policies contribute to the achievement of full employment and the integration of women in the labour market, as well as to the elimination of obstacles caused by family and domestic responsibilities, also with incentives aimed at favouring the reconciliation of personal, work and family life for workers in Andalusia.

Within the framework of these policies, the Regional Government of Andalusia has allocated a significant part of the resources to programmes that seek to improve the employability of citizens, especially those groups that face greater difficulties in accessing the labour market, such as women, young people, the over-45s and the disabled. The Andalucía Activa programme, which has a budget of 110 million euros and which will lead to the recruitment

of nearly 11,000 Andalusians, including women with low qualifications, or the T-Acompañamos programme, aimed at promoting personalised attention and labour market integration of vulnerable groups through comprehensive guidance and training projects, are just two examples of the specific attention received by people with the greatest difficulties in finding employment.

Training for employment prioritises women in the selection processes for participation in vocational training programmes in traditionally male-dominated sectors. In addition, it foresees the teaching of gender equality content in training and awareness-raising actions aimed at both unemployed and employed workers. It also envisages the implementation of training actions to increase the gender awareness of the teaching staff of vocational training for employment.

On the other hand, **self-employment** has become a fundamental pillar for economic development and job creation in Andalusia. However, there is still a significant gender gap in the participation of women in this field, which limits their access to entrepreneurship and professional development opportunities. To address this inequality, the actions aimed at self-employment and the social economy have increased their allocation for the 2025 Budget by 22.8% compared to the previous year, with a total of 98.5 million euros.

Through this credit, specific actions will be implemented to support the start-up and stabilisation of activity aimed at women. A line of action to promote employment in social economy enterprises is also articulated, in such a way that 60% of these enterprises will receive support for incorporating the participation of women and it is expected that 40% of new female entrepreneurs will be members of the sector. Finally, the participation of women in the administrative and management bodies of the organisations representing the social economy sector will be encouraged by promoting the training and professionalisation of members, the promotion of women's networks and the diversification of the social economy. The target of 28% female representation in these entities is expected to be reached.

The policy of **economic and industrial revitalisation** occupies an important place in the political agenda of the Andalusian executive and, therefore, has a significant budgetary weight; its allocation has increased by 4.7% compared to last year, exceeding 760.8 million euros by 2025. This effort is materialised in an economic development that harmoniously integrates economic prosperity, social inclusion and gender equality. Specifically, the main relevant actions to advance gender equality consist of strengthening the role of women in the field of innovation and knowledge transfer and in internationalisation activities, through financial aid for entrepreneurship, business creation and growth and internationalisation initiatives promoted by women that reduce the gender gap in the Andalusian business sector. Resources will also be earmarked to support companies headed by women in their digitalisation process, adoption of new technologies and expansion into international markets.

The **tourism** sector plays a fundamental role in the Andalusian economy, being one of the main engines of growth and employment in the region. For the 2025 Budget, the actions dedicated to quality, innovation and promotion of tourism amount to 38.9 million euros. Through them, gender equality criteria will be included in the actions to support entities, assessing that they have an equality plan, with a gender-balanced staff structure, paying special attention to management teams and decision-making and systematically developing the gender impact assessment report tool, which clearly shows the contribution of the activity to achieving equality between men and women in the field of the tourism sector.

The **agriculture, livestock and fisheries** policy area sees its budget increased by 1.3%, totalling almost 2,795.2 million euros. Actions aimed at rural development receive 126.9 million euros, part of which is intended to promote the creation of female employment in the rural world to achieve a balance with men, accompanying the effective application of the principle of gender equality in the Rural Development Groups, which have been promoting new female leadership in entrepreneurship and empowerment of women in the LEADER Rural Areas, with the aim of reducing inequalities.

The Andalusian Budget for 2025 reinforces its commitment to social development and sustainability, highlighting the importance of creating a more equitable, inclusive and prepared society to face future challenges. **Health**



policy is increased by 7%, reaching a total amount of 15,103.1 million euros. This important budgetary effort is oriented towards strengthening the health system, including various lines of action aimed at guaranteeing gender equality in health care. In the field of diagnosis, priority is given to the incorporation of the study of biomarkers in service portfolios and the continued promotion of population screening for cervical, breast and colorectal cancers.

With a 6.6% increase in its budget compared to the previous year, more than 11,826.5 million euros have been allocated to reinforce health care actions, highlighting the development of the Gender Equality and Health Outcomes Map, through the improvement of information systems and data analysis. Resources are also dedicated to supporting carers, mainly women, within the framework of the socio-educational groups (GRUSE), in terms of accessibility to the services and benefits of the health system, as well as in caring for their own health.

In the field of public health, the development of the Andalusian Strategy for Social and Health Coordination 2024-2027 stands out as a priority for the 2025 budget, with the aim of improving coordination, bearing in mind gender inequalities, between health policies, social policies and dependency policies, which enable the challenge of ageing and chronicity to be met.

In mental health, the aim is to raise awareness of the need for more attention to women, who are often under-diagnosed or receive diagnoses that attribute their malaise to minor causes. In order to better diagnose this reality, the 5th Conference on Women, Equality and Mental Health will take place.

Finally, continuing health and postgraduate training also sees its appropriation increase by 12.8%, reaching 361.6 million euros, integrating specific improvements in gender mainstreaming training for health and research staff and in aspects of eradicating gender-based violence.

In the area of **social services**, an increase in spending is foreseen to allocate additional funds to improve the coverage and quality of social services, including care for the elderly, the disabled and other vulnerable groups. The most important item in social services is that dedicated to care for dependency, active ageing and disability, which will increase by 17.4% in the next financial year, reaching 2,615.8 million euros.

The integration of a gender perspective in the services associated with **dependency** in Andalusia significantly improves their effectiveness and equity. Given that women make up the majority of both carers and those requiring care, including a gender approach allows for the identification and correction of inequalities in the allocation of resources and access to services. In addition, this approach facilitates the creation of more inclusive policies that value the often unpaid care work and promote a fairer distribution of responsibilities between men and women. This not only benefits dependent persons, but also reduces women's care overload, promoting work, family and personal balance.

In the field of **disability**, the approval of the Integral Action Plan for Women with Disabilities 2024-2027, currently under preparation, is foreseen, the aim of which is to promote the social inclusion of women and girls with disabilities so that they can access, in conditions of equality, non-discrimination and universal accessibility to rights, goods and social resources. In the field of gender-based violence, the aim is to achieve social change by raising awareness on gender and disability issues; and training professionals as expert facilitators in the judicial field.

The actions of the Plan on Addictions, whose budget amounts to 44.8 million euros, foresee the updating of the Therapeutic Intervention Programme of the centres of the Social Services and Dependency Agency of Andalusia, under a model that includes the gender perspective and based on scientific evidence in addictions, in order to incorporate the latest therapeutic innovations in this field. Also, over the course of 2025, the implementation of the Andalusian Coordination Protocol for the Care of Women with Addiction Problems and Victims of Gender Violence will be extended, guaranteeing comprehensive care for these women, by regulating the action and coordination of the professional teams involved in the different devices of the care networks, both for addictions and gender violence.

The Budget of the Autonomous Community of Andalusia for 2025 reflects its commitment to **specific and cross-cutting gender equality policies**, through an allocation of 24.1 million euros, earmarked for actions for the equality and promotion of women. The Andalusian Women's Institute (IAM), which acts as the institutional mechanism for the coordination of these policies, carries out a wide range of actions through which it seeks to promote a more egalitarian Andalusian society free of gender violence.

These include the implementation of coeducation in Andalusian schools, through curricular materials that will result in the integral personal development of students and in the elimination of prejudices, stereotypes and gender roles, taking into account sexual diversity and family models, and the prevention of gender violence throughout the entire educational process.

In the field of employment, through the service provided by the EQUIPA Programme, aimed at public and private companies, the aim is to contribute to the elimination of gender inequalities in the labour market, through the implementation of equality plans and protocols for action against sexual harassment and gender-based harassment in companies, thus improving the working conditions of Andalusian women.

The reinforcement of **policies to combat gender violence** is translated in the budget for 2025 into a budget increase of 20.5%, reaching a total appropriation of 27.9 million euros. Through the resources of the State Pact against gender-based violence, the aim is not only to prevent violence through education and social awareness, but also to provide comprehensive support to victims, offering psychological, legal and economic assistance. In addition, it is planned to improve the training of specialised staff in education, social services or security forces, in order to ensure early detection of cases and better care for victims.

Also, as a novelty for the 2025 budget, the economic benefit for minor sons and daughters of women who are victims of gender violence comes into force, with the aim of guaranteeing the basic needs of minors, thus covering cases that are not regulated and covered by state regulations, as their concession is not linked to any level of income of the cohabitation unit. Another novelty is the new provision of material and personal resources to the 24-hour care centres for women victims of sexual aggression, one in each Andalusian province.

In the **Administration of Justice**, whose appropriations are increased by 3.4%, reaching 661.5 million euros, new measures will be promoted to improve the immediacy of the risk assessment reports issued by the comprehensive gender violence assessment units of the Institutes of Legal Medicine and Forensic Sciences of Andalusia, in which the VioGén system is used, with the aim of improving coordination with other institutions when issuing the report. Also, with a charge to this appropriation, the legal assistance of a solicitor will be consolidated from the moment of the complaint by the victims in order to guarantee that they are represented by these professionals during all the phases of the procedure, with the main objective of avoiding their re-victimisation.

Another policy area that occupies a central place in the budget for 2025 is **education**, which experiences a 3.9% increase in appropriations, reaching 10,255.6 million euros. Among the novelties for the next financial year is the development of the 3rd Plan for Gender Equality in Education (2024-2028), whose objective is to reinforce coeducation, as well as the prevention and eradication of gender violence from an early age in the educational sphere. This plan includes two new lines: the co-educational and safe use of information technologies and the improvement of the emotional well-being, critical and entrepreneurial spirit of students, with the aim of stimulating the personal and professional empowerment of Andalusian students.

On the other hand, measures against early school leaving will continue to be reinforced, with the announcement of the Beca 6000 Programme and the announcement of the Second Chance Scholarship, through which the aim is not only to compensate for the socio-economic inequalities of the student body, but also to tackle a gender gap that is mainly male.

In **research, development and innovation**, and particularly in scientific research and innovation actions, with a budget of 176.8 million euros, measures will be implemented to increase the number of research projects led by women, in line with the Andalusian R&D&I Strategy (EIDIA). In addition, criteria will be applied to promote

equal opportunities in the granting of subsidies for R&D&I projects by agents of the Andalusian knowledge system and in aid for the recruitment of research and technical staff.

As part of this same policy, the Regional Government of Andalusia is reinforcing its commitment to **digitalisation** by increasing the budget of the Digital Agency of Andalusia, the body responsible for implementing the policy of technological modernisation in the regional administration. For 2025, this body will have an initial appropriation of 533.7 million euros, earmarked not only to promote technological transformation in the administration, but also to finance training activities to improve the digital skills of citizens, with a gender focus. One of these initiatives is the "Prepared" training programme, which will run until 2026 and aims to promote the employability and entrepreneurship of women in rural and vulnerable areas through training in new technologies and digital environments. The goal is to train 85,000 women by 2026.

**Culture** is a fundamental policy area for advancing gender equality, because it shapes society's perceptions, values and behaviours. For the 2025 Budget, the Junta de Andalucía budgets an appropriation of 241.2 million euros, an increase of 9.8% over the previous year. In museums and cultural complexes, it is planned to improve the visibility of the historical and contemporary contributions of women, both in the exhibition contents and in the direction and management of these spaces. Likewise, in cultural industries such as film, music and literature, the aim is to encourage the participation of women, combating the gender gap in the production and distribution of content, which not only enriches the sector, but also contributes to the construction of a more inclusive and just society.

In the 2025 budget, **sports** policy experiences an increase of 15.8%, with an allocation of 17.5 million euros for activities and promotion of sport in Andalusia. These initiatives are expected to significantly boost the practice of school sport among boys and girls, as well as increasing the number of women reaching high level and performance status. In addition, training and dissemination of information on the prevention of gender-based violence is expected to contribute to a safer and more respectful environment in the sporting arena. Likewise, investment in sport infrastructures, centres and management increases by 21.2%, reaching a total of 47.8 million euros. This increase aims to ensure that new facilities respond to the diverse needs of both sexes, thus promoting equal participation in sport. The creation of accessible, safe and violence-free spaces is essential to ensure that all people can enjoy sport in an inclusive and respectful environment.

### Impact assessment

In light of the above, it is assessed that the Gender Impact Assessment Report of the 2025 Budget of the Autonomous Community of Andalusia contains budgetary actions aimed at addressing the identified gender inequalities. These measures comply with the requirements established by current legislation on equality between women and men, and are therefore expected to generate a POSITIVE IMPACT in reducing these imbalances.