

Financing the Care Economy through Gender-Responsive Budgeting

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Feminist economist

Country: Cosmopolitan

Challenge: New ways of colonisation

Budget cuts in care, due to:

- Technological transformation (robotization, digitalization, AI) and **labour market effects**
- Extraction of knowledge, views, ideas (incl. **stereotypes**) in the hands of few Tech Moguls
- Climate change and the struggle for access to natural resources (**militarization, wars**)



Experience: AI-based Algorithmic hiring

Focus group discussions (<https://findhr.eu/>) - Horizon Europe

C. Meta level

AI development for hiring processes;
discrimination? inclusiveness?

B. Company level

Using AI for recruitment

A. Individual level

Job seekers

C. The reference frameworks of the software developers determine the language and content of the function descriptions

-Inclusive use of
language?

-Male/female
dominated key
competences?
Stereotypes?

-Attention for
hidden
competences?

-Flexible work
schedules allowed?

B. The companies choose algorithms for their online recruitment
and selection procedures:

-Inclusive in-
company culture?

-Equal
opportunities
policy in the
company?

-Does AI determine
the selection of
candidates?

-Are candidates
answered by the AI
system?

A. Job seekers apply online:

-Job seekers
without knowledge
and means for
online application,
are excluded.

-Job seekers are not
always aware of
their hidden
competences, or
scared to mention
these.

-Job seekers may
use AI to improve
their application
letter or CV.

-Job seekers may
have been selected
by AI, and rejected
after the in-person
job interview.

Recommendations

- GRB can mitigate the impact of patriarchy in algorithms and AI, but it is not enough. We need a **transformation towards a caring economy**: new economic paradigms, definitions, indicators, and a change of mind and economic thinking
- A **future economy must be life-sustaining**, recognize the planet as a single living ecological system (not a patchwork of countries competing for resources), and grounded in care ethics, human rights, and ecological sustainability.
- A model with **basic income (fair earth share)** for all, where prices and are measured in ecological footprint, **linking economic value to life-sustainability**, and making the current monetary system obsolete.

Key Takeaways

Main messages

- We still live in a profit-driven patriarchal and colonial economic system that commodifies people and the planet and subtracts values from the unpaid care sector, and from nature
- AI-driven technological transformation may consolidate stereotypes, inequalities, biased structures and institutions.
- GRB does not lead automatically to transformation of society
- Caring economics strengthens human well-being, gender equality, human rights and ecological justice and resilience.

18-20 September 2026: Online Symposium on the Sound of Care

<https://hub.globalheartsync.org/SoundOfCare>

GRB Community of Practice

25-26 August 2026, Ohrid