



# NI WOMEN'S BUDGET GROUP

**NORTHERN IRELAND WOMEN'S BUDGET GROUP (NIWBG) RESPONSE TO THE  
DRAFT PROGRAMME FOR GOVERNMENT OUTCOMES FRAMEWORK  
Northern Ireland Executive  
Prepared by Alexandra Brennan (Coordinator) of NIWBG  
March 2021**

The Northern Ireland Women's Budget Group (NIWBG) is made up of organisations and individuals from the women's sector, trade union movement, academia and wider civil society in Northern Ireland, with the aim of implementing a gender equal economy. The members of the NIWBG scrutinise policy and budgetary matters with a gendered lens to bring attention to the different ways in which women and men are affected by government-level decision-making. It aims to provide policy- and budget-makers with policy analysis to secure substantive equality for women and men through the assessment of gender impact.

The NIWBG works with a range of organisations in Northern Ireland on devolved issues and with sister organisations in Wales, Scotland, England and Ireland on East-West and North-South issues.

We hope that our response to the consultation will be considered by the Executive when finalising the budget.

If there are any questions or comments regarding the NIWBG's consultation response, please direct them to the Coordinator for the NIWBG, Alexandra Brennan ([info@niwbg.org](mailto:info@niwbg.org)).

## Introduction

The Northern Ireland Women's Budget Group (NIWBG) welcomes the opportunity to respond to the consultations on the Northern Ireland Executive's Draft Outcomes Framework for Programme for Government and to the associated Equality Impact Assessment. However, we are disappointed that publication of the documents and, thus, the consultation periods are not aligned. Consequently, this response considers only the Draft Outcomes Framework Document and NIWBG will submit further comments related to equality assessment in due course. We look forward, in further engagement, to the coordination of papers and assessments produced for consultation.

NIWBG strongly supports the Executive's view that there is an opportunity for '*real and positive transformation*'. The pandemic has exposed deep rooted inequalities and imbalances in society<sup>1</sup> and the imperative for a transformative approach to addressing them.

While agreeing that the transformation should be focused on well-being, NIWBG stresses that a well-being framework should be rights based, taking account of international obligations and standards. Only in this way will society be truly inclusive and without barriers.

The Executive commitment to demonstrating progress against the Sustainable Development Goals (SDGs) will assist in the Framework giving a structure for meaningful and lasting change, including in respect of gender equality objectives. The SDGs provide an important indicator framework for both mainstreaming and positive action measures.

## Programme for Government Outcomes

NIWBG is disappointed that gender equality and gender equality outcomes do not play a larger role in the outcomes. This concern is compounded by the equality impact assessment which shows that none of the outcomes and key priority areas links to the delivery of SDG5, Gender Equality. The SDGs have gender equality at their heart and so it would be expected that gender measures in any Draft Programme for Government Framework would contribute both to delivery of SDG5 and to the mainstreaming of gender equality across the SDGs. Concern has been expressed about the failure to apply a gender lens in public policy making<sup>2</sup> and the resulting belief that policy intended to be beneficial will be beneficial to all and so is gender neutral<sup>3</sup>.

It is crucial that that specific consideration is given to the capacity of the Framework to deliver gender equality outcomes. If public policy formulation does not actively seek out and address the gendered impact of policies, then existing gender inequalities will be

---

<sup>1</sup> Women's Policy Group NI (WPG) (2020). Covid-19 feminist recovery plan ([covid-19 feminist recovery plan \(wrda.net\)](https://www.wrda.net/covid-19-feminist-recovery-plan))

<sup>2</sup> Ibid.

<sup>3</sup> Ballantine, J., Rouse, M. and Gray, AM (2021). *What does the literature tell us? Lessons for Northern Ireland (NI)* ([Gender Budgeting Working Paper 1](#))

reinforced and emerging ones will not be identified<sup>4</sup>. Data disaggregated by gender and further by the multiple dimensions of people's lives and experience is essential for meaningful analysis of the impact; monitoring and review can assist in further developing policy and securing outcomes.

## Gender Budgeting

A gender budgeting approach and the use of gender budgeting tools can assist in this. The OECD defines<sup>5</sup> gender budgeting as *'integrating a clear gender perspective within the overall context of the budgetary process through the use of special processes and analytical tools, with a view to promoting gender responsive policies'*.

Adopting a gender budgeting approach for gender equality makes for good outcomes for everyone as it supports setting outcomes and indicators and assessing progress for women and men, taking into consideration all their multiple dimensions. This makes economic sense as closing gender gaps has been shown to increase GDP and create new jobs<sup>6</sup>. Crucially, it secures human rights and equality and supports sustainable peace.

We would be pleased to meet with the Executive to further discuss gender budgeting as a tool to promote good governance and equality-based decision-making.

---

<sup>4</sup> O'Hagan, A. and Klatzer, E. (2018a) 'Introducing Gender Budgeting in Europe', in O'Hagan, A. and Klatzer, E. (eds) (2018) *Gender Budgeting in Europe. Developments and Challenges*, London: Palgrave, pp3-18

<sup>5</sup> OECD (2017) Downes, R., von Trapp, L. and Nicol, S. (2016) 'Gender Budgeting in OECD countries', *OECD Journal on budgeting* 2016, no3, pp1-37 The OECD, IMF and the World Bank are among international finance institutions that offer advice on developing gender budgeting and the Council of Europe, European Institute for Gender Equality and UN Women recommend and support gender budgeting as central in securing gender equality.

<sup>6</sup> EIGE (2017) *Economic benefits of gender equality in the European Union. Literature review: existing evidence and methodological approaches.* ([ti\\_pubpdf\\_mh0116176enn\\_pdfweb\\_20170516164243.pdf](https://publications.eige.europa.eu/ti/pubpdf/mh0116176enn_pdfweb_20170516164243.pdf))

EIGE (2018) *Gender budgeting. Mainstreaming gender into the EU budget and macroeconomic policy framework.* ([mh0118419enn\\_002\(1\).pdf](https://publications.eige.europa.eu/mh0118419enn_002(1).pdf))

## **Section 1: About you**

**1. Are you responding as an individual or on behalf of an organisation? \***

- Individual
- On behalf of an organisation

**If responding on behalf of an organisation, please tell us your organisation's name:**

Northern Ireland Women's Budget Group

**2. Please provide your contact details below:**

**Name\*:** Alexandra Brennan

**Address:** 29 Chichester Avenue, Belfast BT15 5EH

**Email address\*:** [info@niwbg.org](mailto:info@niwbg.org)

**Phone number:**

**3. Which of the following best describes the sector you work in?**

**This will assist us in monitoring the range of respondents the consultation has reached.**

- Central government
- Local government
- Statutory body (for example, health, education, transport, housing etc.)
- Private sector
- Charity / Community / Voluntary
- Other (please specify):

**4. May we contact you to discuss your response to this consultation? \***

**This may be to follow up any specific points we need to clarify.**

- Yes
- No

5. May we contact you in future about the Programme for Government? \*

For example, to provide you with a link to the results of this consultation, to inform you of further consultations or provide updated information on the Programme for Government.

Yes

No

6. To support transparency in our decision making process, all responses to this consultation will be made public (subject to our Moderation Policy). This will include the name of the responding organisation (if applicable). However, names of individuals will only be published if you give consent below. Please note we will not publish your contact details. \*

Yes, I consent to my name being published with my response

No, please remove my name before publishing my response

## Section 2: Outcomes Framework

### Our children and young people have the best start in life

1. Do you feel this Outcome is worth including in the Programme for Government framework?

Yes

No

I don't know

Please provide any further comments you may have in relation to your response

2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?

The Key Priority Areas under this Outcome are:

- Access to Education
- Capability and Resilience
- Care
- Early Years
- Skills and Attainment

**More information on these Key Priority Areas can be found in the Consultation Document.**

Yes

No

**If yes, please add any further details below:**

The NIWBG firmly believes that the key priorities listed under this outcome are essential to ensuring that children and young people have the best start in life. However, we feel that there are aspects of the areas that are missing. For example, under 'Capability and Resilience,' the inclusion of an improved and inclusive sex education initiative is crucial to improving health of children and inclusive sex education initiative is crucial to improving health of children and young people. In the recently published report from the Gender Equality Strategy expert panel, they called NI's current sex education system "inconsistent and insufficient."<sup>7</sup> As well, we support the call to provide free period products in schools, as in line with the rest of the UK.

Additionally, we want to emphasise the importance of care not only to the well-being of children, but to well-being of women. High levels of women considered 'economically inactive' cite caring for children and the home as the reason why they left the labour market<sup>8</sup>, as the brunt of these duties mainly fall on women<sup>9</sup>. The creation of a childcare strategy that provides affordable and accessible childcare options all over NI (particularly in rural areas) will open up opportunities for women to enter the labour market and/or enter career paths that were previously unavailable due to childcare responsibilities.

Under 'Skills and Attainment,' the gender disparity in apprenticeships and the lack of funding given to traditionally female apprenticeships needs to be addressed and mitigated. According to an ARK working paper, the prioritised funding and valuation of traditionally male apprenticeships is directly related to higher incomes for males<sup>10</sup>. It is important both to encourage women to enter untraditional fields through the desegregation of apprenticeships and to increase funding/valuation of traditionally female apprenticeships.

**3. Do you feel there are Key Priority Areas missing under this Outcome?**

Yes

No

**If yes, please add any further details below:**

**4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?**

---

<sup>7</sup> Gray, A.M., Coyle, L., Powell, R. and Harding, S. (2020) *Gender Equality Strategy Expert Advisory Panel Report*. ([Gender Equality Strategy \(communities-ni.gov.uk\)](https://www.communities-ni.gov.uk/gender-equality-strategy))

<sup>8</sup> Fraser of Allander Institute (2020). *Inclusive growth in Northern Ireland* ([inclusive-growth-in-northern-ireland.pdf](#))

<sup>9</sup> UKWBG (2021). *3 in 10 low-income families have lost hours at work because of the pandemic* [[Press Release](#)]

<sup>10</sup> Ballantine, J., Rouse, M. and Gray, AM (2021). *Case Study: Apprenticeships in Northern Ireland* ([Gender Budgeting-2.pdf \(ark.ac.uk\)](#))

Yes

No

If yes, please add any further details below:

**We live and work sustainably – protecting the environment**

**1. Do you feel this Outcome is worth including in the Programme for Government framework?**

Yes

No

I don't know

Please provide any further comments you may have in relation to your response

**2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?**

**The Key Priority Areas under this Outcome are:**

- Natural Environment
- Green Economy
- Built Environment
- Housing
- Active and Sustainable Transport
- Waste Management
- Water and Wastewater Management

More information on these Key Priority Areas can be found in the Consultation Document.

Yes

No

If yes, please add any further details below:

For the priority area entitled, 'Green Economy,' we advise that the Executive to look at the 'Creating a Caring Economy: A Call to Action' report from the Commission on a Gender-Equal Economy<sup>11</sup>. This comprehensive document sets out how the UK can emerge from the current health and economic crises into a more caring, green economy by following eight steps:

- Re-envision what we mean by 'the economy'
- Invest in social and physical infrastructure
- Transform the worlds of paid and unpaid work
- Invest in a caring social security system which is based in dignity and autonomy
- Transform the tax systems across the UK
- Refocus the overall fiscal and monetary policy framework to build a caring economy
- Work to develop a global trade system that is socially and environmentally sustainable
- Work to transform the international economic and financial system

Incorporating care into the green economy and investing in the sector would both raise revenue and create jobs. The UKWBG found that a 2% investment of UK GDP in the care sector would create 1.5 million jobs, twice the amount that the same investment in the construction sector would produce, producing millions in tax revenue<sup>12</sup>.

Under the 'Active and Sustainable Transport' area, we believe that there should be a specific focus on public transportation in rural areas. Rural women consider the lack of adequate public transportation a significant factor in the inability or difficulty to engage with the labour market. Seeing as this is a major barrier to rural women's employment, it must be made a priority of the area.

### 3. Do you feel there are Key Priority Areas missing under this Outcome?

Yes

No

#### If yes, please add any further details below:

The Department for Communities should be included amongst the Departments to deliver the 'Green Economy' priority area as well as the Department of Agriculture, Environment and Rural Affairs for the 'Active and Sustainable Transport' area. Additionally, a Women's Employment Strategy should be created and included in the list of strategies that can help deliver these priority areas.

### 4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?

Yes

No

#### If yes, please add any further details below:

---

<sup>11</sup> Commission on a Gender Equal Economy (2020). *Creating a caring economy: a call to action*. (<https://wbg.org.uk/wp-content/uploads/2020/10/WBG-Report-v10.pdf>)

<sup>12</sup> Women's Budget Group (WBG) (2020). *Budget representation to HM Treasury: invest in social infrastructure* ([WBG-Budget-2020-FINAL.pdf](#))



**We have an equal and inclusive society where everyone is valued and treated with respect**

**1. Do you feel this Outcome is worth including in the Programme for Government framework?**

Yes

No

I don't know

**Please provide any further comments you may have in relation to your response**

**2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?**

**The Key Priority Areas under this Outcome are:**

- **Inclusion and Tackling Disadvantage**
- **Rights and Equality**
- **Legacy**
- **Tackling Sectarianism, Building Respect and Identity**

**More information on these Key Priority Areas can be found in the Consultation Document.**

Yes

No

**If yes, please add any further details below:**

The NIWBG supports the key priority areas listed under this outcome, but the issue of 'inequality of opportunity' needs to be addressed under the 'Inclusion and Tackling Disadvantage' area and 'Rights and Equality' areas. While it is important to promote respect and inclusivity for all, there needs to be increased attention to those that are not equal nor respected in our current society. By ignoring the complexities that inhibit equality and respect for some and not others, these sorts of 'neutral' policies can act as barriers to equality. This is evident in the gender neutral approach taken by many policy- and decision-makers here, something the CEDAW Committee warns against<sup>13</sup> as equal policies for men and women do not mean equal outcomes. Therefore, these areas must

---

<sup>13</sup> General Recommendations Adopted by the Committee on the Elimination of Discrimination against Women, Thirtieth session (2004). *General Recommendation No 25* ([https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1\\_Global/INT\\_CEDAW\\_GEC\\_37\\_33\\_E.pdf](https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/INT_CEDAW_GEC_37_33_E.pdf))

acknowledge the dangers of gender neutral policy- and decision-making as well as commit to tackling inequality of opportunity .

**3. Do you feel there are Key Priority Areas missing under this Outcome?**

Yes

No

If yes, please add any further details below:

**4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?**

Yes

No

If yes, please add any further details below:

**We all enjoy long, healthy, active lives**

**1. Do you feel this Outcome is worth including in the Programme for Government framework?**

Yes

No

I don't know

Please provide any further comments you may have in relation to your response

**2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?**

The Key Priority Areas under this Outcome are:

- Access to Health
- Inclusion and Tackling Disadvantage
- Mental Health and Wellbeing
- Older People
- Physical Health and Wellbeing

**More information on these Key Priority Areas can be found in the Consultation Document.**

Yes

No

**If yes, please add any further details below:**

The area, 'Access to Health' is incredibly important, especially because certain health rights have been made more difficult to access. Despite the decriminalisation of abortion in Northern Ireland over a year ago, the services have not been funded nor commissioned and there are continued attempts at Stormont to deny this health right. Additionally, gender-affirming healthcare is difficult to access in Northern Ireland, with the waiting list at the Brackenburn Clinic over three years long. It is crucial that the 'Access to Health' area acknowledges the inaccessibility of abortions and trans healthcare in Northern Ireland, and that the Programme for Government commits to improving the accessibility of these health rights.

The 'Mental Health and Wellbeing' area needs to acknowledge the disproportionately higher levels of mental health problems amongst the LGBTQ+ community<sup>14</sup> so that they can be addressed specifically in the Programme for Government.

**3. Do you feel there are Key Priority Areas missing under this Outcome?**

Yes

No

**If yes, please add any further details below:**

This outcome should also include a priority area focused on those who deliver care, paid and unpaid, the majority of whom are women<sup>15</sup>. The area should aim to re-value the care sector to represent how essential it is to our economy, reform the Carer's Allowance in line with other benefits payments in response to COVID-19 and increase investment in the care sector. A Social Care Strategy should be created and added to the list of strategies that could help deliver this outcome along with the Childcare Strategy.

**4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?**

Yes

No

**If yes, please add any further details below:**

---

<sup>14</sup> WPG (n 1)

<sup>15</sup> WPG & WBG (2020). *WPG and WBG Joint Statement to DfC on Statutory Maternity Pay, Carer's Allowance and the Two Child Cap* ([URGENT-Briefing-from-WPG-WBG-to-DfC-09.04.20.pdf \(wrda.net\)](https://www.wrda.net/URGENT-Briefing-from-WPG-WBG-to-DfC-09.04.20.pdf))

## **Everyone can reach their potential**

**1. Do you feel this Outcome is worth including in the Programme for Government framework?**

Yes

No

I don't know

**Please provide any further comments you may have in relation to your response**

**2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?**

**The Key Priority Areas under this Outcome are:**

- **Capability and Resilience**
- **Better Jobs**
- **Skills and Attainment**
- **Sports, Arts and Culture**

**More information on these Key Priority Areas can be found in the Consultation Document.**

Yes

No

**If yes, please add any further details below:**

While we support all the key priority areas above, we want to reiterate how important it is to consider the lived experiences of different groups and to create policies that specifically address those experiences. The homogenous language in 'Capability and Resilience' gives the sense that, because the outcome will be supporting personal development opportunities *for everyone*, particular attention will not be given to those faced with inequality of opportunities. As mentioned before, a main cause of women's higher levels of economic inactivity can be attributed to the high cost of childcare which forces women from the labour market. 35.4% of women in Northern Ireland cited "looking after the family and home" as the reason for their inactive situation - this is the highest in the UK<sup>16</sup>. According to NISRA, nearly one third of working-age women are economically inactive compared to nearly one quarter of men<sup>17</sup>. The barriers to women entering and seeking out advantageous opportunities are different for men; the barriers for disabled women, trans women, migrant women, are all different from each other. Therefore, an outcome like this needs to

---

<sup>16</sup> Fraser of Allander Institute (n 8)

<sup>17</sup> NISRA (2020). Women in Northern Ireland 2020 ([Women in NI 2020\\_0.pdf \(nisra.gov.uk\)](#))

acknowledge the differing levels of inequality of opportunity and create policies that not only promote opportunities but work to bring down barriers.

It is important that the 'Better Jobs' section does not prioritise sectors over others, such as the digital sector over the care sector. It is important to encourage women and girls to enter non-traditional female occupations, but the aspects of the traditionally female occupations that make them undesirable (low-pay, precarious) should be mitigated through increased investment and acknowledgement of their economic value.

**3. Do you feel there are Key Priority Areas missing under this Outcome?**

Yes

No

**If yes, please add any further details below:**

A Women's Employment Strategy should be created to tackle the barriers faced by women to fully engage with the labour market. This strategy should be added to the list of strategies that could help deliver this outcome.

**4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?**

Yes

No

**If yes, please add any further details below:**

**Our economy is globally competitive, regionally balanced and carbon-neutral**

**1. Do you feel this Outcome is worth including in the Programme for Government framework?**

Yes

No

I don't know

**Please provide any further comments you may have in relation to your response**

**2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?**

**The Key Priority Areas under this Outcome are:**

- **Competing Globally**
- **Green Economy**
- **Growth**
- **Food, Farming and Fishing**
- **Infrastructure**
- **Innovation**

**More information on these Key Priority Areas can be found in the Consultation Document.**

**Yes**

**No**

**If yes, please add any further details below:**

As mentioned in the 'We live and work sustainably – protecting the environment' outcome, the development of a green economy must position 'care' at its foundation. The [Commission on a Gender-Equal Economy's report](#) provides the necessary framework.

Under the 'Growth' area, it is essential that a Women's Employment Strategy is included as a key investment as well as eliminating the barriers to women's employment such as lack of childcare and the gender pay gap.

**3. Do you feel there are Key Priority Areas missing under this Outcome?**

**Yes**

**No**

**If yes, please add any further details below:**

There should be a key priority area that focuses on tackling the barriers in place for women that keep them from fully participating in the reforming of the economy, taking into consideration all their multiple dimensions reflected in Section 75.

**4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?**

**Yes**

**No**

**If yes, please add any further details below:**

**Everyone feels safe – we all respect the law and each other**

**1. Do you feel this Outcome is worth including in the Programme for Government framework?**

Yes

No

I don't know

**Please provide any further comments you may have in relation to your response**

**2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?**

**The Key Priority Areas under this Outcome are:**

- Access to Justice
- Address Harm and Vulnerability
- Early Intervention and Rehabilitation
- Tackling Sectarianism, Building Respect and Identity

**More information on these Key Priority Areas can be found in the Consultation Document.**

Yes

No

**If yes, please add any further details below:**

The 'Tackling Sectarianism, Building Respect and Identity' area should cover a wider range of hate crimes, not only those that are motivated by sectarianism. Racially-motivated hate crimes have been on the rise and overcame sectarian-motivated hate crimes in 2016-2017 – this is the first time in the history of Northern Ireland<sup>18</sup>. Additionally, the targeted stabbings of women in Belfast in October 2020 are evidence that misogynistic crimes need to be considered a hate crime.

**3. Do you feel there are Key Priority Areas missing under this Outcome?**

---

<sup>18</sup> Police Service of Northern Ireland Trends in Hate Motivated Incidents and Crimes Recorded by the Police in Northern Ireland 2004/05 to 2017/18 Annual Bulletin published 31 October 2018 (<https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/hate-motivationstatistics/documents/hate-motivated-incidents-and-crimes-in-northern-ireland-2004-05-to-2017-18.pdf>)

Yes

No

**If yes, please add any further details below:**

The Department for Communities should be included as a Department that can help deliver the 'Address Harm and Vulnerability' area so that the social inclusion strategies can properly address the topic.

Northern Ireland needs to implement a VAWG Strategy in line with that of England, Scotland and Wales. Domestic violence disproportionately impacts women – in Northern Ireland, women constitute 69% of reported victims of such crime, while 86% of perpetrators are men<sup>19</sup>. The Istanbul Convention<sup>20</sup>, whose aim is to prevent domestic violence and all forms of violence against women, requires that the disproportionate effects of domestic violence on women and girls must be acknowledged.

**4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?**

Yes

No

**If yes, please add any further details below:**

**We have a caring society that supports people throughout their lives**

**1. Do you feel this Outcome is worth including in the Programme for Government framework?**

Yes

No

I don't know

**Please provide any further comments you may have in relation to your response**

**2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?**

<sup>19</sup> PSNI & NISRA (Updated 30 June 2020) *Domestic Abuse Incidents and Crimes Recorded by the Police Service in Northern Ireland*. (<https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/domestic-abuse-statistics/2020-21/g1/domestic-abuse-bulletin-jun-20.pdf>)

<sup>20</sup> Council of Europe Convention on preventing and combating violence against women and domestic violence (<https://www.coe.int/en/web/conventions/full-list/-/conventions/rms/090000168008482e>)



**The Key Priority Areas under this Outcome are:**

- **Disability**
- **Housing**
- **Inclusion and Tackling Disadvantage**
- **Mental Health and Wellbeing**
- **Older People**

**More information on these Key Priority Areas can be found in the Consultation Document.**

**Yes**

**No**

**If yes, please add any further details below:**

Under the 'Disability' area, we want to make sure that disabled people are not only provided opportunities to participate on decisions that *only* affect them. It is common that women's organisations are only asked to participate when it is an issue that mainly or only affects women and no others. Therefore, we want to ensure that people from the disabled community are included in all decision-making as all decision-making affects them.

We support the initiative to tackle the issues that lead to inequality under the 'Inclusion and Tackling Disadvantage' area but tackling the barriers that prevent people from getting out of poverty should also be included. While supporting people to build a route out of poverty is necessary, the barriers must be eliminated first. These will be different depending on the person, so the differences of those in poverty – their gender, race, sexuality, etc. – should inform how the Department for Communities addresses these barriers.

**3. Do you feel there are Key Priority Areas missing under this Outcome?**

**Yes**

**No**

**If yes, please add any further details below:**

The Gender Equality Strategy, Racial Equality Strategy and Tackling Rural Poverty and Isolation Framework should be included in the list of strategies that can help deliver this outcome.

**4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?**

**Yes**

**No**

If yes, please add any further details below:

**People want to live, work and visit here**

**1. Do you feel this Outcome is worth including in the Programme for Government framework?**

Yes

No

I don't know

Please provide any further comments you may have in relation to your response

**2. Do you agree with the Key Priority Areas (listed below) that have been included under this Outcome?**

**The Key Priority Areas under this Outcome are:**

- **Competing Globally**
- **Better Jobs**
- **Growth**
- **Housing**
- **Tackling Sectarianism, Building Respect and Identity**
- **Sports, Arts and Culture**
- **Planning**

**More information on these Key Priority Areas can be found in the Consultation Document.**

Yes

No

If yes, please add any further details below:

We reiterate what was stated in response to the 'Everyone can reach their potential' outcome under the 'Better Jobs' priority area – it is important both to encourage women to enter non-traditional female occupations and to promote and invest in traditionally female occupations to make them more desirable and 'better'.

As mentioned in the 'Our economy is globally competitive, regionally balanced and carbon-neutral' outcome under the 'Growth' area, women will not be included in this economic growth unless barriers that prevent them from participating in the labour market are removed. Therefore, it must

be a priority of this outcome that the barriers are dealt with along with creating a Women's Employment Strategy that aims to mend the inequalities faced by women in the labour market.

**3. Do you feel there are Key Priority Areas missing under this Outcome?**

Yes

No

**If yes, please add any further details below:**

The Gender Equality Strategy should be included in the list of strategies that can help deliver this outcome.

**4. Do you feel there are Key Priority Areas included under this Outcome that are not relevant?**

Yes

No

**If yes, please add any further details below:**

**Section 3: Additional information**

**1. Do you have any further comments relevant to this consultation?**