



# NI WOMEN'S BUDGET GROUP

**NORTHERN IRELAND WOMEN'S BUDGET GROUP (NIWBG)  
RESPONSE TO *THE INVESTMENT STRATEGY FOR NORTHERN  
IRELAND: DRAFT CONSULTATION DOCUMENT***

**Strategic Investment Board**

**Prepared by Alexandra Brennan (Coordinator)**

**April 2022**

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 the Republic of Ireland on East-West and North-South issues.

We hope that our response to The Investment Strategy for Northern Ireland (the Strategy) will be useful to the Strategic Investment Board (SIB).

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

## Introduction

The NIWBG welcomes the opportunity to respond to this Strategy. We acknowledge the wide call for evidence and engagement undertaken by the SIB and how vital this exercise is in compiling a representative and rounded draft Strategy. We welcome the reference to the UN's Sustainable Development Goals (SDGs) in the Strategy, especially the example provided regarding Scotland's integration of the SDGs into the development of the National Outcomes as well as the inclusion of the question, "*Does the proposal reflect the UN Sustainable Development Goals?*"<sup>1</sup> in the criteria that will help develop the framework of the Strategy. Additionally, we highlight that the Strategy acknowledges the value of investing in social/community infrastructure. This Strategy has the potential to bring about positive, impactful change and we emphasise our openness to engaging further with the SIB throughout the development and implementation process.

## Alignment of Priorities

The key to the success of this Strategy is the collaborative work with other medium- to long-term strategies like the Skills Strategy, TEO's Covid Recovery Plan, the Programme for Government, the 10x Economy Report, etc. A concern of the NIWBG is how priorities across these strategies will be aligned to ensure that they are all working together, not against each other.

We have already consulted on some of these strategies; below are concerns we have highlighted in our responses<sup>2</sup> that are relevant to this Strategy. In the absence of a Programme for Government, we have included our response to the Draft Programme for Government Outcomes Framework.

## Draft Skills Strategy

Gender segregation in ApprenticeshipsNI and HLAs is a stark example of why it is important that the Department is making concerted efforts to equalise STEM sectors. This is evident when looking at the estimated GVA for participants – for men, it is £78,400 per participant; for women, it is less than half of that amount at £35,900 per participant.<sup>3</sup> Additionally, the 'Engineering' ApprenticeshipsNI programme had a breakdown of 98% male participants versus 2% female participants, and the 'Engineering & manufacturing technologies' and

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<sup>1</sup> Strategic Investment Board (SIB). (2022). *The Investment Strategy for Northern Ireland: Draft Consultation Document*. ([ISNI Draft Consultation Document](#))

<sup>2</sup> Northern Ireland Women's Budget Group (NIWBG). (2022). *NIWBG Consultation Responses*. (<https://niwbg.org.uk/consultation-responses/>)

<sup>3</sup> Ballantine, J., Rouse, M. and Gray, A.M. (2021). *Gender Budgeting: Working Paper 2: Case Study: Apprenticeships in Northern Ireland*. ([Gender Budgeting-2.pdf \(ark.ac.uk\)](#))

‘Science & mathematics’ HLAs have a breakdown of 90% male versus 10% female participants and 57% male versus 43% female participants, respectively.<sup>4</sup>

In addition to gender imbalances, there is a serious issue of low pay. The minimum wage for apprentices 19 and under and for apprentices over 19 in their first year of apprenticeship is £4.15. This is incredibly low and may prevent single parents, the vast majority of whom are women, and others that require a liveable wage from engaging with the scheme.

In the Skills Strategy and the 10x Economy Report, the only employment opportunities referred to as “better” are STEM careers. The NIWBG is not naive to the precarious, low-paid nature of jobs traditionally filled by women compared to jobs traditionally filled by men, which are typically more secure with better pay.

While it is important to correct gender imbalances in STEM, pushing all women into those sectors is not a viable solution as:

- It does not address the barriers that keep women from entering those careers, ranging from gender stereotypes to availability of affordable childcare to digital poverty, particularly in rural areas.
- Not all women, men and gender minorities will want to enter STEM careers.
- Proper digital infrastructure (such as widespread access to reliable broadband) is needed to carry out many of the key proposals of the Skills Strategy, which states that “basic digital literacy needs to be improved to address deepening social and economic inequalities.” Before improvement of digital literacy can begin, digital accessibility must be made widely available.
- By only focusing on STEM and digital sectors, the Department is not planning for a strong, diverse economy. If the standard of other sectors such as care, hospitality, and the public sector worsens due to lack of investment, it will not make for an attractive society for current and potential investors.

Attention is also needed in other skill areas to achieve a successful, balanced and inclusive economy. Care is one of the most essential sectors of our economy – though undervalued long before the pandemic, the halting of paid and unpaid caring services due to the pandemic brought the economy to a stop in March 2020. The ‘paid’ care sector is synonymous with low pay, part-time and precarious work, with women disproportionately working in the sector. The unpaid care sector, due to lack of proper support, negatively impacts on the carers’ ability to do paid work and can be an emotional burden on the carer.<sup>5</sup> To properly prepare for the impending skills crisis in care, there needs to be an action plan

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<sup>4</sup> Ibid.

<sup>5</sup> Women’s Policy Group NI (WPG) (2021). *NI Covid-19 feminist recovery plan: Relaunch – one year on.* ([WPG-COVID-19- Feminist-Recovery-Plan-Relaunch-One-Year-On.pdf \(wrda.net\)](#))

aimed at increasing development and investment in skills associated with care and to improving the conditions of the sector.

### **Draft Programme for Government Outcomes Framework**

The 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 link 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>6</sup> and the resulting belief that policy intended to be beneficial will be beneficial to all and so is gender neutral<sup>7</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 reinforced and emerging ones will not be identified.<sup>8</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.

### **TEO Covid Recovery Plan**

The NIWBG is deeply concerned with the consultation process undertaken by TEO for the Covid Recovery Plan. The consultation period was not public, as only select organisations were asked to respond, and chosen respondents were only given a few days to provide a response as opposed to the 8-12 weeks that are meant to be given for consultation responses. The NIWBG was not asked to respond, and therefore was not able to provide essential feedback on how gender economic equality could be improved through the Plan.

As an organisation dedicated to securing gender-economic equality, the NIWBG was affected by TEO's failure to comply with their equality scheme because the current equality screening did not adequately reflect the needs and experiences of Section 75 categories, or

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<sup>6</sup> Ibid.

<sup>7</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](#))

<sup>8</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

the impact of the policy on them. This breach means that alternative policies and mitigations have not been adequately considered for Section 75 groups, including women.

### ***A Caring, Green Economy***

We welcome that the Strategy prioritises measures to tackle the climate crisis as demonstrated by the objective, *to decarbonise our economy and society*. However, we would urge that the SIB consider how investing in the care sector can help achieve the aforementioned objective as well as the other objectives, particularly *to strengthen our essential services* and *to enhance our communities and places*. This Strategy has highlighted the importance of the care sector in our society, but the Strategy could go further in positioning adult social care and childcare as not only an essential service but a sector that should be prioritised when it comes to investment.

By investing in a caring, green economy, as outlined by the Commission on a Gender-Equal Economy's report, *Creating a Caring Economy: A Call to Action*<sup>9</sup>, the Strategy could tackle systemic inequalities while fulfilling the outlined objectives. The Commission's report provides eight steps to securing a caring, green economy:

1. Re-envision what we mean by 'the economy' – The pandemic demonstrated how central care, both paid and unpaid, is to our economy. We need to reassess the economic value of care to reflect its importance to the maintenance of the economy.
2. Invest in social and physical infrastructure – It is crucial that investment social and physical infrastructure is cognizant of diverse needs, and promotes equality and sustainability.
3. Transform the worlds of paid and unpaid work –The NIWBG would contend that 'better jobs' does not only mean jobs in STEM, but rather fixing the aspects that make certain jobs worse, such as precarity and low-pay. This would help correct gender inequalities in the labour market and gender imbalances the sharing of paid and unpaid work.
4. Invest in a caring social security system which is based on dignity and autonomy – This step must be addressed to alleviate pressure on paid and unpaid carers and mitigate an impending care crisis.
5. Transform the tax systems across the UK – While this step lies outside the remit of devolved powers, the NIWBG would advocate for progressive tax reform at the Westminster level to produce revenue to be invested in a stronger social security system as well as in social and physical infrastructure.

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<sup>9</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>)

6. Refocus the overall fiscal and monetary policy framework to build a caring economy – The NIWBG would advocate for fiscal and monetary policy at the Westminster level that promotes gender equality, well-being and sustainability.
7. Work to develop a global trade system that is socially and environmentally sustainable – The NIWBG wants to ensure that post-Brexit trade does not cause a degradation of human rights, environmental and labour standards. Ensuring that public services are excluded from trade and investment deals is also crucial to securing a caring, green economy in Northern Ireland.
8. Work to transform the international economic and financial system – It is necessary that caring, green economies are adopted worldwide to achieve significant change regarding equality and sustainability.

The recommendations from the Commission’s report are echoed in the content of the [Women’s Policy Group’s Feminist Recovery Plan](#), which was fully updated and relaunched in July 2021. The NIWBG believes it is crucial that the content of the Commission’s report and the Feminist Recovery Plan inform the Committee’s inquiry into investment in Northern Ireland.

Paid and unpaid carers are a crucial part of the economy – a 2015<sup>10</sup> report conducted by Carers UK and the University of Sheffield found that unpaid carers in Northern Ireland save the government £4.6 billion a year, or the cost of a second NHS. Additional investment in the entire care 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>11</sup>

The investment in free, universal childcare would not only remove a significant barrier to women’s participation in the labour market in Northern Ireland, but it can help raise revenue as well. In a UK Women’s Budget Group (UKWBG) report to HM Treasury, their research found that free, universal childcare would create more jobs and as a result, generate additional tax revenue.<sup>12</sup> Furthermore, it would alleviate the responsibility of childcare on mothers and would allow those who left the labour market for childcare reasons to return to the paid economy.

We welcome that this Strategy has addressed the importance of achieving the 17 UN SDGs by 2030. In order to meet the targets, such as Good Health and Well-being (SDG3) and Gender Equality (SDG5), increasing investment in employment in low-carbon sectors like

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<sup>10</sup> Buckner, L. and Yeandle, S. (2015). *Valuing Carers 2015: The rising value of carers’ support*.

([file:///C:/Users/hkerr/Downloads/cuk-valuing-carers-2015-web%20\(2\).pdf](file:///C:/Users/hkerr/Downloads/cuk-valuing-carers-2015-web%20(2).pdf))

<sup>11</sup> Women’s Budget Group (WBG) (2020). *Budget representation to HM Treasury: invest in social infrastructure*.

([WBG Budget-2020-FINAL.pdf](#))

<sup>12</sup> Ibid.

care is necessary. De Henau and Himmelweit outlined how an investment in care is three times less polluting per job than the same investment in construction.<sup>13</sup> As well, greater investment and valuation of care would help improve the precarious nature of the sector, making it a more attractive and secure career that would draw both women/girls and men/boys.

## **Gender Budgeting**

In the Strategy, it is acknowledged that in the past, *“Some projects have...been delivered late or over-budget, or in some cases postponed in response to adversary budgetary situations.”* From this statement, it is clear that the way budgetary and investment decisions are made is not working - the implementation of gender budgeting is an alternative solution that would encourage good budgeting and sustainable peace, promote human rights and equality, and produce beneficial economic outcomes.

The use of gender budgeting tools, including analysis and assessment, can assist in identifying systemic gender inequalities and support the development of budgets and investment decisions that promote gender equality. Decision makers should be taking the gendered impacts of spending and revenue raising decisions into account and ensuring the use of mechanisms to bring about gender equality. Women’s intersecting identities will also be included in this analysis and decision makers implementing the Strategy are expected to promote these areas of equality as well.

A scoping study<sup>14</sup> commissioned by the Equality Commission considers how gender budgeting tools can be used in meeting Section 75 requirements and how the international models have useful application in Northern Ireland. Quinn concludes that applying impact assessment processes to mainstream gender equality is ‘...a worthwhile enterprise, both in terms of the recognised demand for a deeper application of the Section 75 duties to the budget process but also in terms of the wealth of methodologies associated with gender responsive budgeting which are adaptable to the Northern Ireland context’ and ‘vital [at] all levels of government ... as a means of fulfilling Section 75 duties.’

We recommend that gender budgeting expertise be incorporated into the implementation of the Strategy and other investment plans to ensure that gender inequalities are not exacerbated, but rather mitigated over the next decade. The NIWBG believes that gender budgeting is crucial to promoting gender equality and securing a caring and green economy. Please see **Annex 1** for more on gender budgeting.

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<sup>13</sup> Himmelweit, S. and J. De Henau. (2020). *A Care-led recovery from coronavirus*. ([Care-led-recovery-final.pdf \(wbg.org.uk\)](https://www.wbg.org.uk))

<sup>14</sup> Quinn, S. (2013). *Equality Responsive Budgeting* ([Equality Responsive Budgeting \(equalityni.org\)](https://www.equalityni.org))

## Consultation Questions

**QUESTION 1** Do you agree with our vision for infrastructure? If not, what would you change?

We do agree with the vision, but there are some changes/additions that should be made. For example, it should not just be about infrastructure that *enables* people to live fulfilling lives, but also about infrastructure that supports people to live fulfilling lives, especially those that face barriers to living fulfilling lives due to systemic inequalities such as women not being able to participate fully in civic life or the labour market due to lack of childcare, unpaid caring responsibilities, etc. These barriers and inequalities, and the groups that face these barriers and inequalities, need to be specifically addressed in this Strategy.

The vision could embody this idea: *“We have the social and physical infrastructure that enables everyone to lead a healthy productive and fulfilling life free from inequality and systemic disadvantages; that supports sustainable economic development, protects our environment and promotes equality”*.

**QUESTION 2** Do you agree with our assessment of the challenges that we will face with our infrastructure over the next 30 years? If you disagree, why? And what do you think are the challenges and why?

I agree with the challenges that have been set out. However, I think that the areas of prospective investment mentioned in the Strategy do not entirely cover what needs to be invested in to plan for these impending challenges. The focus on STEM as the main solution to some of the more social challenges falls short of making the significant impact that is needed to properly mitigate said challenges. Investment in areas like care (particularly adult social care and childcare), high-skilled yet low-level qualification apprenticeships/HLAs, and welfare mitigations, are needed to address issues like the increasing elderly population and the climate crisis.

**QUESTION 3** Do you agree that these five key investment objectives address the challenges? If not, what would you consider to be the key investment objectives?

In regards to the first objective, *decarbonise our economy and society*, we would recommend that *prioritising a just transition* is included. Centring this objective around a just transition<sup>15</sup> would ensure that those who contribute to the economy in any way – both in paid and unpaid work – are not impacted as we collectively move to a lower carbon economy. The inclusion of a just transition can mitigate the human and economic costs of

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<sup>15</sup> Anne Pettifor (2019). *The Case for the Green New Deal*. pg. 17.



such a drastic change, generate employment in existing low-carbon sectors and create jobs for new and emerging low-carbon sectors.

For the third objective, *build a strong, connected and competitive region*, being *inclusive* of those that are typically left out of the labour market such as women and other protected identities and ensuring that *an array of diverse sectors* are included in where investment is directed should be added. Besides the five objectives, there should be an additional objective that highlights that tackling systemic inequalities and promoting equality should be at the heart of all investment. Equality should be embedded in every objective, but it is necessary to include a separate objective to reiterate its importance.

**QUESTION 4** Are these the investment priority areas we need to focus on to decarbonise our economy and society? If not, what are the investment priority areas that will help decarbonise our economy?

These areas should be focused on, but existing low-carbon sectors like care should be a priority as well. It is important to turn high-carbon sectors into low-carbon ones, but sectors that are already low-carbon and essential should not be ignored - investment is needed to make them better valued, less precarious, and more attractive opportunities for employment.

**QUESTION 5** Are these the priority areas we need to focus on to strengthen our essential services? If not, what do you think are the investment priorities that will strengthen our essential services?

We welcome the mention of care under this objective, but social care and childcare should be a greater priority. As well, we welcome that the Strategy highlights the importance of adequate access to educational provisions, specifically in rural and remote areas. However, we would note that the Strategy should also focus on mitigating gender inequalities in apprenticeships/HLAs as highlighted by our colleagues at Ulster University in their paper, [\*Gender Budgeting Working Paper 2: Case Study: Apprenticeships in Northern Ireland\*](#).

**QUESTION 6** Are these the investment priority areas we need to focus on to enhance our communities and places? If not, what do you think are the investment priorities that will enhance our communities and places?

We welcome that the SIB highlights social infrastructure, care and the SDGs in the Strategy but if collaboration is to happen with the previously mentioned strategies/reports, which do not prioritise these concepts/sectors/goals to the same degree, the NIWBG is concerned that work around social infrastructure, care and the SDGs will be disjointed.

**QUESTION 7** Are these the investment priority areas we need to focus on to build a strong, competitive and connected region? If not, what do you think are the investment priorities that will help build a strong, competitive and connected region?

Missing investment priorities that will help in fulfilling this objective is that is facilitating equal and full participation in the labour market and mitigating barriers to employment for particularly women and other protected groups that are most likely to be economically inactive or in low-paid, precarious work.

**QUESTION 8** Are these the investment priority areas we need to focus on to maximise the benefits from emerging technologies? If not, what do you think are the investment priorities that will maximise benefits from emerging technologies?

Mitigating the digital divide, which is mentioned under this objective, is crucial. It is a barrier to public life for women, especially rural women.

**QUESTION 9** How should we prioritise between maintaining or upgrading existing assets and new aspirations?

We need to look at the systemic barriers that enforce inequalities and start with investment in eradicating them. For example, we welcome investment in employment roles for women in STEM, but without affordable and accessible universal childcare, these efforts will do little to help balance the gender inequalities in this sector.

**QUESTION 10** How should we communicate with consultees on projects that present affordability challenges, and thus may require alternative funding and financing to be utilised?

As previously mentioned, the way that funding and financing decisions are made in relation to this Strategy should be guided by gender budgeting tools to avoid the funding and financing problems of the past. We would also note that the implementation process of projects associated with this Strategy need to be transparent.

**QUESTION 11** Do you agree with the proposed prioritisation criteria? If no, then what changes would you suggest?

We agree with the proposed prioritisation criteria.

**QUESTION 12** What level of engagement should we have with consultees on project milestones and delivery progress once a project has been programmed for delivery?

As stated in our response to **QUESTION 10**, all stages of any project attached to the Strategy must be transparent and include engagement from a wide variety of consultees, particularly those in the community and voluntary sector.

**QUESTION 13** Do you agree that the proposals we have set out will adequately measure progress and impact? If no, then how should we measure progress and impact?

Gender budgeting tools must be utilised to adequately measure progress and impact. For more on gender budgeting, please see **Annex 1**.

**QUESTION 14** Do you agree that the proposed accountability and oversight structures will support successful delivery? If no, then what other proposals should we consider?

We reiterate the importance of engagement with groups from the community and voluntary sector.

**QUESTION 15** Do you agree with the process and the findings of the draft EQIA and Rural Needs Impact Assessment (RNIA)? If no, then please explain why.

We agree with the process and findings of the draft EQIA and RNIA, but we note that the lack of gender-disaggregated data pertaining to Northern Ireland impacts on the ability to properly conduct EQIAs and RNIAs, policymaking and impedes on the NIWBG's and many other organisations' ability to advocate. The NIWBG advocates that gender budgeting tools, which makes policy makers consider the gendered impacts of spending and revenue raising decisions, would help secure gender equality in Northern Ireland. However, a main barrier to proper gender analyses of policies is the lack of gender-disaggregated data.

**QUESTION 16** Are there any other issues or inequalities that have not been highlighted in the draft EQIA or RNIA that you believe need to be noted? If yes, then please explain what they are.

As noted in our answer to **QUESTION 15**, the lack of disaggregated data impedes on the ability to conduct full EQIAs and RNIAs.

**QUESTION 17** Are there any other comments or suggestions that you think are relevant to help us develop and deliver the Investment Strategy?

We would like to repeat the importance of utilising gender budgeting tools to guide the development and delivery of the Investment Strategy. Please see **Annex 1** for more information on gender budgeting and how it can help.

## Annex 1



### BRIEF ON GENDER BUDGETING

Budgetary processes and spend are far from 'neutral' – policies emanating from the Programme for Government and budgetary decisions have gendered consequences, whether they be intended or not. By taking a 'gender neutral' stance, decision-makers are oblivious to the complexities between the experiences of women and men and reinforce systemic disadvantages faced by women and other groups.

#### What is Gender Budgeting?

Gender budgeting is the tool that can help recognise systemic disadvantages and lead to budgets and policies that promote greater gender equality. If implemented, policy makers would consider the gendered impacts of spending and revenue raising decisions and how to use these mechanisms to bring about gender equality. Women's intersecting identities are also included in this analysis and policy makers are expected to promote these areas of equality as well.

In [Gender budgeting: Working paper 1](#), our partners Dr. Joan Ballantine, Dr. Michelle Rouse and Professor Ann Marie Gray highlight that, "*Northern Ireland lags significantly behind other devolved UK administrations and other OECD countries,*" where gender budgeting has "*made a significant contribution to addressing gender inequalities, the elimination of unequal outcomes and to increasing women's participation in civic and political life.*"<sup>16</sup>

It is important to note that gender budgeting is not about allocating more funds to women but about making sure the available resources have maximum impact. The [European Women's Lobby](#) breaks down the realities and misconceptions about gender budgeting as follows<sup>17</sup>:

#### **Gender budgeting is about:**

- *Including a gender perspective into budget planning and analysing budgets taking into account their impact on women and men, girls and boys.*
- *Introducing a gender perspective into the entire budget, including seemingly "gender-neutral" budget lines.*
- *Reprioritising and refocusing of spending and restructuring of taxation with a view to promote equality.*

#### **Gender budgeting is not about:**

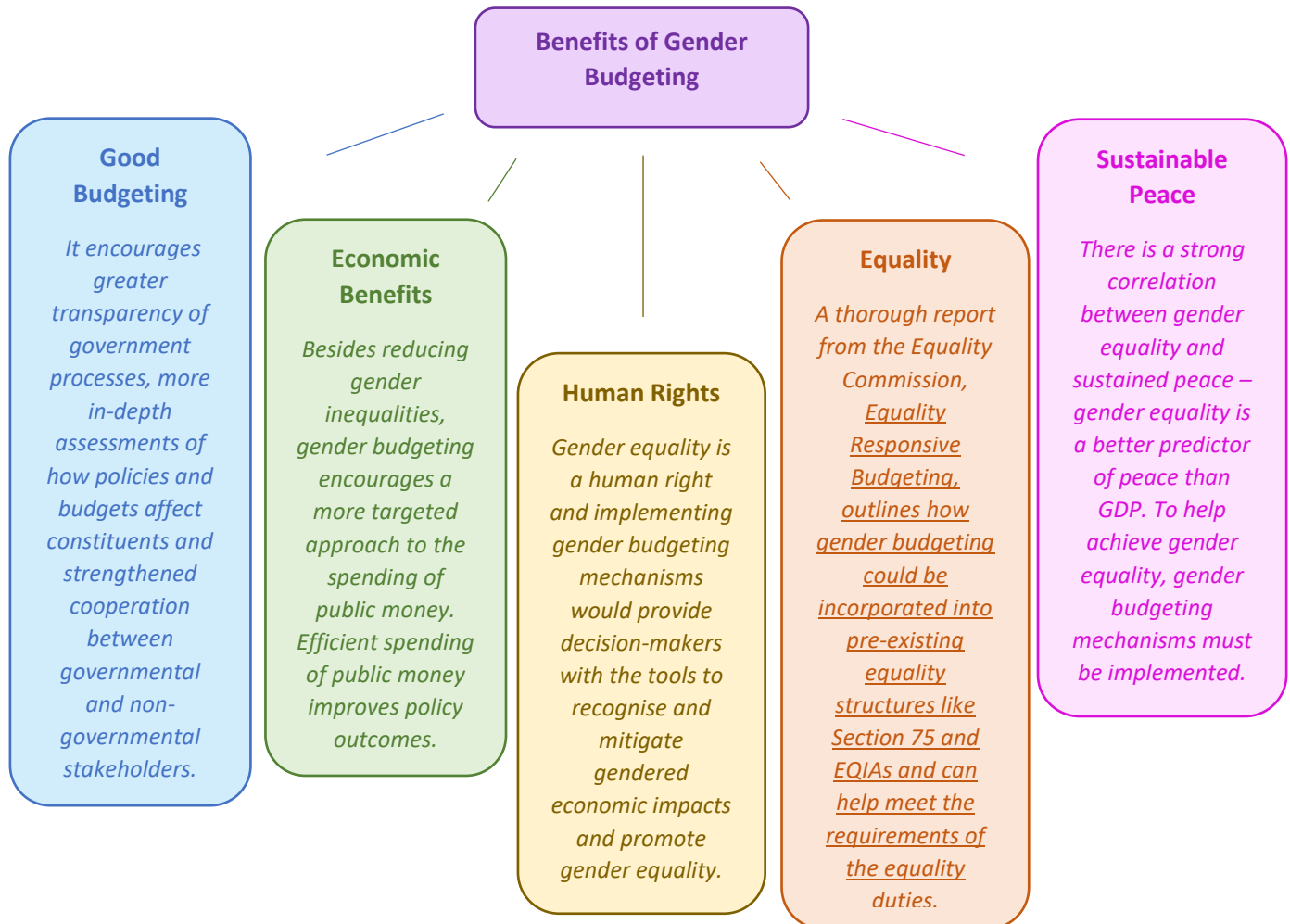
- *Creating separate budgets for women.*
- *Only looking at the parts of the budget which have a social content or that are explicitly gender-related.*
- *Demanding more spending.*

<sup>16</sup> Ballantine, J., Rouse, M. and Gray, A.M. (2021). *Gender Budgeting: Working Paper 1: What does the literature tell us? Lessons for Northern Ireland (NI)*. ([Gender Budgeting-1.pdf](#))

<sup>17</sup> European Women's Lobby. *What is Gender Budgeting?* ([What Is Gender Budgeting.pdf](#))

## Why implement Gender Budgeting?

Gender budgeting is transformative, enhances transparency and accountability, and is of value in delivering economic benefits<sup>18</sup>, rights and equality<sup>19</sup>, and securing sustainable peace<sup>20</sup>.



<sup>18</sup> Himmelweit, S. (2002). 'Making visible the hidden economy: the case for gender-impact analysis of economic policy,' *Feminist Economics*. 8 (1), 49-70.

<sup>19</sup> Quinn, S. (2013). *Equality responsive budgeting*. ([Equality Responsive Budgeting \(equalityni.org\)](http://equalityni.org))

<sup>20</sup> Fernanda Espinosa, M. (2020). *Peace Is Synonymous With Women's Rights*. (<https://www.un.org/en/un-chronicle/peace-synonymous-women%E2%80%99s-rights>)