

Engender submission of evidence to the Scottish Parliament Finance and Public Administration Committee call for views on its pre-budget scrutiny 2023-24

August 2022

1. INTRODUCTION

Engender welcomes this opportunity to comment on the Committee's pre-budget scrutiny and, in particular, its focus on the impact of the cost of living. Current spiralling inflation is highly gendered, and it is imperative that the Committee interrogate the ways in which the Budget cumulatively impacts on women and men as part of a cross-portfolio approach throughout the Scottish Parliament. There is no area of policy whereby women and men do not have different experiences or differential access to power, resources, and safety. Budgets are not neutral but present an opportunity to re-enforce these inequalities or to account for them according to political and public policy goals.

The escalating cost of living crisis will result in untold harm in Scotland, particularly for women, other oppressed groups and those facing multiple inequalities including Black and minority ethnic women, disabled women, lone parents, unpaid carers and women with insecure immigration status. It will deepen gender inequality at a time when women continue to experience the egregious fallout of the ongoing Covid-19 pandemic. Allocation of resources across budget portfolios must proactively seek to address this.

This submission focuses on the question related to inflationary pressures and the cost of living crisis. It reiterates Engender's concerns regarding the lack of attention the Scottish Budget process pays to structural gender inequality, and women's and men's differing lived experience. Existing commitments to gender budgeting have not led to its consistent application in Scotland.¹ Yet with the unfolding economic crisis, robust and intersectional gender budget analysis is more urgently needed than at any time since its introduction to Scotland's budgetary processes.

¹ Scottish Government (2020) Equality and Fairer Scotland Budget Statement 2020-21, Annex B. Available at: <https://www.gov.scot/publications/equality-fairer-scotland-budget-statement-scottish-budget-2020-21/>.

2. THE COST OF LIVING CRISIS AND WOMEN'S INEQUALITY

Women in Scotland are disproportionately impacted by the cost of living crisis. Within this, Black women and women from certain ethnic minority communities, disabled women, lone parents, unpaid carers and women with insecure immigration status are particularly disadvantaged,² with acute ramifications in terms of security, health and wellbeing. This is the result of existing economic inequality that repeatedly sees women, and especially minoritised groups of women, at the sharp end of economic and other crises. It is likely that young women, trans women and others facing multiple forms of discrimination will also experience disproportionate impacts due to existing economic and social marginalisation. With fuel costs a key part of spiralling expenses, women in remote and rural areas may be at risk of further isolation and gendered impacts on their safety and security.³ Unprecedented soaring energy bills will also disproportionately impact on women and gender equality, as women are the majority of older people and the majority of those caring for children and disabled people in the home.

The disastrous forecast for the rate of inflation cannot be divorced from the egregious impact of the Covid-19 pandemic on equality, which has already placed women at greater risk of economic insecurity.⁴ A rollback on women's rights and equality is widely recognised,⁵ with specific issues and their ongoing implications manifesting for Black and minority ethnic women, young women, disabled women, unpaid carers, mothers, pregnant women, LGBT women, and women with insecure immigration status, amongst other groups. Against this baseline, the current cost of living crisis will further exacerbate women's economic inequality, pushing many into poverty. The harm this will cause will resound throughout the course of women's lives and those of their children.

² Women's Budget Group (2022) The gendered impact of the cost of living crisis. Available at: <https://wbg.org.uk/wp-content/uploads/2022/03/The-gendered-impact-of-the-cost-of-living-crisis.pdf>.

³ Women are less likely to drive and own cars than men, partly due to prohibitive costs. Transport Scotland (2019) Scottish Transport Statistics: 2018 edition.

⁴ Engender and Close the Gap (2020) Gender and economic recovery. Available at: <https://www.engender.org.uk/content/publications/Gender--Economic-Recovery--Engender-and-Close-the-Gap.pdf>; Engender (2020) Women and unpaid work: the impact of Covid-19 on women's caring roles. Available at: https://www.engender.org.uk/content/publications/1594974358_Gender--unpaid-work--the-impact-of-Covid-19-on-womens-caring-roles.pdf.

⁵ See Engender and Close the Gap websites for reports and briefings on COVID-19 and different aspects of women's equality, e.g. https://www.engender.org.uk/content/publications/1594974358_Gender--unpaid-work--the-impact-of-Covid-19-on-womens-caring-roles.pdf; <https://www.engender.org.uk/content/publications/Gender--Economic-Recovery--Engender-and-Close-the-Gap.pdf>.

2.1 A gendered crisis of incomes

This is largely because of a gendered ‘crisis of incomes’⁶ across the UK that ensures women do not have equal access to resources compared with men. The gender pay gap in Scotland persists at 10 per cent, rising to 27 per cent when comparing men’s full-time earnings with women’s part-time earnings.⁷ Women are the majority (60 per cent) of those who earn under the Living Wage, with a fifth of women in paid work falling within this bracket, compared with 14 per cent of men.⁸ Women are considerably more likely to be underemployed in insecure and part-time work.

Women have less savings and access to occupational pensions than men, with clear and cyclical implications for opportunities throughout their lives. Older women have faced a six per cent rise in pension poverty over the last decade, with 20 per cent of women of pensionable age now “living below the breadline”.⁹ This shocking figure is even more acute for Black and minoritised women, one in three of whom experiences pension poverty.

Inextricably linked to all of this, women are twice as likely as men to rely on a social security system that fuels economic hardship and inequality. The levels at which entitlements are set are wholly inadequate, and the design and delivery of much of the system generates insecurity and financial precarity rather than the provision of a safety net that so many need during periods of economic volatility.¹⁰ Nor are these inadequate entitlements being uprated in line with the Retail Price Index, effectively amounting to yet more cuts to benefits in a context of more than a decade of austerity. Analysis from the House of Commons Library found that up to 86 per cent of net ‘savings’ carved from social security payments and public services between 2010 and 2020 will have come from women’s incomes.¹¹ This gendered decimation of social security in the UK leaves disabled, Black and minority ethnic and refugee women, lone parents and unpaid carers at even greater risk of poverty and destitution.

⁶ Women’s Budget Group (2022) The gendered impact of the cost of living crisis. Available at: <https://wbg.org.uk/wp-content/uploads/2022/03/The-gendered-impact-of-the-cost-of-living-crisis.pdf>.

⁷ Close the Gap (2022) Gender pay gap statistics. Available at: <https://www.closesthegap.org.uk/content/resources/Gender-pay-gap-statistics-paper-2022.pdf>.

⁸ Living Wage Foundation (2022) “Low paid work and cost-of-living crisis disproportionately affecting women. Available at: <https://www.livingwage.org.uk/news/cost-living-crisis-affecting-women>.

⁹ Age UK (2021) New Age UK analysis finds one in five UK women pensioners now living in poverty. Available at: <https://www.ageuk.org.uk/latest-press/articles/2021/new-age-uk-analysis-finds-one-in-five-uk-women-pensioners-now-living-in-poverty/>.

¹⁰ Engender (2016) Securing women’s futures: using Scotland’s social security system to close the gender equality gap. Available at: <https://www.engender.org.uk/content/publications/Securing-Womens-Futures---using-Scotlands-new-social-security-powers-to-close-the-gender-equality-gap.pdf>.

¹¹ Women’s Budget Group (2016) The impact on women of the 2016 budget: Women paying for the chancellor’s tax cuts. Available at: https://wbg.org.uk/wp-content/uploads/2016/11/WBG_2016Budget_FINAL_Apr16-1.pdf.

Crucial elements of this for women include the ‘two child limit’ within Universal Credit, the benefit cap – which predominantly affects single parents, 92 per cent of whom are women – and the household payment of Universal Credit. This single household payment undermines women’s access to an independent income and has been widely condemned as a regression to a ‘male breadwinner model’. In 2018, it was described as misogynistic by the UN’s Special Rapporteur on extreme poverty and human rights.¹² Scottish Government is committed to providing individual payments of Universal Credit within flexibilities devolved under the Scotland Act 2016, however, this has yet to be delivered.

2.2 Systemic gender inequality

These headline figures are underpinned by systemic gender inequalities. Women’s caring roles are a major barrier to women accessing training, education and secure, well-paid employment on an equal basis with men. In 2018, 85 per cent of those who were “economically inactive” due to caring were women.¹³ Between 60 and 70 per cent of unpaid care for older people, disabled people and people with long-term health conditions is provided by women in Scotland.¹⁴ This care is worth approximately £10.8 billion to the economy per annum,¹⁵ yet it is systemically undervalued by our society. Women are twice as likely as men to give up work to carry out unpaid care,¹⁶ and are much more likely to juggle caring with (often low-paid) employment, to hold multiple caring roles, and to provide care for more than 35 hours per week.¹⁷ The Covid-19 pandemic has also had a significant impact on carers; during the first lockdown for example, 78 per cent of carers reported having to provide more care since the start of the pandemic.¹⁸ Women’s access to paid work, leisure time and power, therefore, remains heavily constrained by the provision of care and gendered expectations around its value and delivery. Little is known about the impacts of further forms of structural oppression on women’s ascribed roles as carers in Scotland, including racism, homophobia and transphobia. However, limited data suggests

¹² Ward, V (2018) “UK’s welfare system is cruel and misogynistic”, says UN expert after damning report on poverty. The Telegraph. Available at: <https://www.telegraph.co.uk/news/2018/11/16/welfare-system-cruel-misogynistic-un-expert-warns-damning-report/>.

¹³ Scottish Government gender inequality index. Available at: https://data.gov.scot/genderindex/gender-equality-index-2020.html#4_work_domain.

¹⁴ The last Census figure was 59 per cent, however, women are less likely to self-identify as carers due to cultural gender roles and expectations. Carers organisations have estimated an actual figure of around 70 per cent.

¹⁵ Carers UK (2015) Valuing carers 2015. Available at: <https://www.carersuk.org/for-professionals/policy/policylibrary/valuing-carers-2015>.

¹⁶ Skills for Care (2012) Carers Matters – Everybody’s business. Available at: <https://www.skillsforcare.org.uk/Documents/Topics/Supporting-carers/Our-carers-matter-part-two.pdf>.

¹⁷ Engender (2016) Securing women’s futures: Using Scotland’s new social security powers to close the gender equality gap. Available at: <https://www.engender.org.uk/content/publications/Securing-Womens-Futures---using-Scotlands-new-social-security-powers-to-close-the-gender-equality-gap.pdf>.

¹⁸ Engender (2020) Gender & Unpaid Work: the impact of Covid-19 on women’s caring roles. Available at: https://www.engender.org.uk/content/publications/1594974358_Gender--unpaidwork---the-impact-of-Covid19-on-womens-caring-roles.pdf.

that Black and minority ethnic women may be even more likely to hold informal roles and at a younger age.¹⁹

Other forms of unpaid labour are intrinsic to a gender analysis of the cost of living crisis. Unpaid childcare and domestic work continue to be unequally distributed between women and men, with most recently available time-use data for Scotland showing that women in opposite sex couples undertake approximately 68 per cent of the housework and 68 per cent of the childcare.²⁰ These gendered patterns are long entrenched and have been stubbornly slow to disrupt.²¹ The 2017 British Social Attitude Survey found that two-thirds of respondents thought it better for mothers to be at home or to work part-time when children were under school age, and a majority thought that fathers should work full-time.²² Women also tend to act as managers of household budgets, particularly with regards to spending on children and non-durable items like food and domestic products that are susceptible to price hikes during periods of inflation.²³ This means that women are disproportionately exposed to strain and anxiety in relation to spiralling costs, including energy bills, with clear implications for health and wellbeing. Polling from the Living Wage Foundation has found that women are more likely to have fallen behind with bills and to have skipped meals due to rising costs.²⁴

Directly linked to this, women continue to experience profound labour market inequality with men. Deep-rooted occupational segregation, which sees women clustered into comparatively undervalued roles and sectors, is a key part of this, as well as systemic issues with returning to work after providing unpaid social care or extended periods of leave to care for children. Patterns of occupational segregation in the Scottish labour market are a cause and consequence of damaging gendered assumptions and stereotypes about women and men's capabilities in relation to paid and unpaid (caring) work, often resulting in the concentration of women in low-paid underemployment. This substantially diminishes women's earnings over their lifetime, as well as reducing the pool of skilled workers available in local area labour markets.

¹⁹ MECOPP (2017) Informal caring within Scotland's Black and minority ethnic communities. Available at: [https://www.carersuk.org/images/Carers Parliament Delegate Information/mecopp briefing BME carers.pdf](https://www.carersuk.org/images/Carers_Parliament_Delegate_Information/mecopp_briefing_BME_carers.pdf).

²⁰ Scottish Government (2019) Centre for Time Use Research Time Use Survey 2014-15: Results for Scotland. Scottish Government. Available at: <https://www.gov.scot/publications/centre-time-use-research-time-use-survey-2014-15-results-scotland/pages/5/>.

²¹ Sullivan O (2006) Changing Gender Relations, Changing Families: Tracing the Pace of Change Over Time.

²² The National Centre for Social Research (2018) British Social Attitudes 35 – Gender. Rowman and Littlefield Publishers.

²³ Living Wage Foundation (2022) "Low paid work and cost-of-living crisis disproportionately affecting women. Available at: <https://www.livingwage.org.uk/news/cost-living-crisis-affecting-women>.

²⁴ Ibid.

The widespread perpetuation of domestic abuse and other forms of men’s violence against women have a significant impact on women’s incomes.²⁵ Domestic abuse undermines women’s access to resources and financial security, with research showing that 89 per cent of women experience financial abuse as part of their experience of domestic abuse.²⁶ Demand for support through the Scottish Women’s Aid helpline has increased significantly since the onset of the pandemic, and this level of need has not yet subsided. Meanwhile, harassment permeates almost every aspect of the lives of women and girls, constraining choices and the ways we think about ourselves throughout our lives, from childhood to old age. The ubiquitous nature of harassment and violence includes physical and online spaces, public and private spheres, education settings and workplaces, with stark consequences for women’s access to secure and sustained economic resources. Sexual harassment in the workplace is endemic and acts as a significant barrier to women’s economic equality with men.²⁷ Similarly, constraints on women’s access to decision-making, including in the political sphere, and on the ways in which women navigate public space play into women’s systemic income inequality with men.

3. HOW SHOULD THE SCOTTISH GOVERNMENT RESPOND TO INFLATIONARY PRESSURES AND THE COST OF LIVING CRISIS IN ITS BUDGET 2023-24?

The systemic issues set out above have been the focus of feminist advocacy and campaigning for many years. They were brutally exposed during the pandemic and the consequences are still being felt by women across Scotland. This latest crisis is now set to yet further diminish women’s rights, security and safety, and it is vital that the Scottish Government’s response to inflationary pressures and the cost of living crisis is targeted at mitigating this. The Scottish Budget 2023-24, as well as any emergency financial packages that may be made available, must fundamentally take stock of the issues set out in this submission of evidence within a comprehensive application of gender budget analysis (GBA). This means that allocation of resources across all spending portfolios must proactively seek to address the underpinning inequalities experienced by women in Scotland.

²⁵ At least one in five women in Scotland will experience domestic abuse in her lifetime and an average of three rapes is reported per day, yet even this shocking figure masks the true extent of sexual violence due to underreporting.

²⁶ Refuge (2008) ‘What’s yours is mine’: The different forms of economic abuse and its impact on women and children experiencing domestic violence. Available at: <https://www.refuge.org.uk/files/Whats-yours-is-mineFull-Report.pdf>.

²⁷ Engender (2022) Enough is enough: Tackling workplace sexual harassment in Scotland. Available at: <https://www.engender.org.uk/content/publications/Enough-is-Enough---tackling-workplace-sexual-harassment-policy-in-Scotland.pdf>.

3.1 About gender budgeting

Gender budgeting is based on the premise that budgets have real consequences for people and systems. Gender budgeting is the application of gender mainstreaming to the process(es) for allocating resources:

“[...] conducting a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures in order to promote gender equality. In short, gender budgeting is a strategy and a process with the long-term aim of achieving gender equality goals.”²⁸

There is no policy area in which it is not vital to think about how women's and men's experiences differ nor how these differences should shape revenue-raising and expenditure across portfolios. Gender budget analysis does not entail a separate budget for women, nor aim at equal spending on women and men. Rather, it is a process that ensures that spending decisions respond to both women's and men's social and economic realities.

Gender budgeting, like all gender mainstreaming, requires introducing a gender perspective from the very beginning and through every step of the formulation of policies and programmes. Policy analysis that informs revenue-raising and spending decisions must therefore be underpinned by equality objectives that reflect women's lives, such as addressing the disproportionate delivery of care and reproductive labour that is often excluded from economic discussions.²⁹ GBA can therefore expose unwitting bias within budgetary processes that are otherwise assumed to be gender-neutral. Used well, it will strengthen gender equality of outcomes across all public expenditure and government departments.

3.2 Background on gender budget analysis in Scotland

Since devolution, Scotland has made some progress towards gender-responsive budgeting, primarily in the form of the Equality and Budget Advisory Group (EBAG) and Equality Budget Statement (EBS), now the Equality and Fairer Scotland Budget Statement (EFSBS). Published in parallel to the Draft Budget, the EFSBS assesses the Ministerial Portfolios' proposed spending plans for their impact on equality and socioeconomic inequality. It is currently the only process of its kind in the UK, although the Welsh

²⁸ EIGE (2022) What is gender budgeting? European Institute for Gender Equality. Available at: <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-budgeting/what-is-gender-budgeting>.

²⁹ Engender and Close the Gap (2020) Making inclusive growth work for women in Scotland. Available at: https://www.engender.org.uk/content/publications/1591173199_Gender--Inclusive-Growth---Making-inclusive-growth-work-for-women-in-Scotland.pdf.

Government has articulated ambitions to apply intersectional gender budgeting from 2022.³⁰

While the EBS was an important step towards gender budgeting when first introduced in 2009, it does not fully accord with definitions of gender budgeting.³¹ As such, it can be seen as comprising a list of gender and equalities-inflected spend, describing spending decisions that have already been made, rather than as a tool for driving the budget process itself. This is reflected in the final report of the Budget Process Review Group, which considers that further equalities analyses should be published and considered throughout all aspects of a year-round budget approach.³²

The latest Equality and Fairer Scotland Budget Statement (2022-23)³³ does attempt to link key rights and inequalities for protected groups to government spending portfolios. However, as set out in Annex A, “portfolios were restricted to a maximum of two inequalities per protected characteristic or socio-economic disadvantage and were asked to concentrate on key policies and areas of spend”.³⁴ While there is some recognition of the limitations of this approach (“we are aware it is not perfect”) and of the long-standing calls for improved intersectional budgeting processes, this somewhat glosses over the superficiality of such narrow selectiveness. The resulting EFSBS consequently reads as a list of disconnected issues that appeared to have been picked at random and which give merely a flavour of spend on equalities issues across government. It suggests examples being retrospectively applied to the template in order to fulfil an obligation, rather than reporting on mainstreamed equality considerations that have been embedded across government.

Crucially, such a scattergun approach does not allow for analysis of the cumulative impact of spending on women, men and gender equality, offers no explanation as to why specific inequalities were included at the expense of others, and limits the ability to make clear connections between the rights and inequalities identified, as well as across protected characteristics.

³⁰ Welsh Government (2020) Budget improvement plan. Available at: <https://gov.wales/sites/default/files/publications/2020-12/2021-2022-budget-improvement-plan.pdf>.

³¹ O’Hagan (2017) Gender budgeting in Scotland: a work in progress. Available at: https://www.researchgate.net/publication/319010644_Gender_budgeting_in_Scotland_A_work_in_progress/link/598b1c3ca6fdcc7cf92728f4/download.

³² Scottish Parliament (2017) Budget Process Review Group final report. Available at: https://archive2021.parliament.scot/S5_Finance/Reports/BPRG_-_Final_Report_30.06.17.pdf.

³³ Scottish Government (2021) Equality and Fairer Budget Statement 2022-23. Available at: <https://www.gov.scot/publications/equality-fairer-scotland-budget-statement-2022-23/documents/>.

³⁴ Scottish Government (2021) Annex A: Portfolio assessment and update to the key risks. Available at: <https://www.gov.scot/binaries/content/documents/govscot/publications/impact-assessment/2021/12/equality-fairer-scotland-budget-statement-2022-23/documents/annex-portfolio-assessment-update-key-risks/annex-portfolio-assessment-update-key-risks/govscot%3Adocument/annex-portfolio-assessment-update-key-risks.pdf>.

Annex A acknowledges the recommendations of the Equality Budget Advisory Group, which were published in July 2021 and aimed at improving these processes.³⁵ It states that the Scottish Government “will respond to the recommendations in detail in spring 2022, aiming to build learning into future EFSBS products.” However, this is yet to be published, with the response now expected in September 2022. Committees’ scrutiny of the Scottish Budget must include oversight of this delayed response and subsequent implementation of plans to improve equality budgeting. In line with the principles of gender mainstreaming, this must be understood as the responsibility of all Scottish Parliament committees and not just that of the Equalities, Human Rights and Civil Justice Committee.

3.3 Using gender budget analysis to respond to the cost of living crisis

The Budget must be seen as a critical tool in responding to the cost of living crisis, as well as to the widely appreciated rollback in women’s economic and social equality with men as a result of the pandemic.

In Engender’s 2017 Gender Matters Roadmap,³⁶ we called for the Scottish Government to extend the Equality Budget Statement into a full gender analysis of the Scottish Budget process, where the cumulative impact of spending decisions on women’s equality is considered. We continue to believe that the EFSBS needs a clearer purpose and revised timing to substantively inform development of the Scottish Draft Budget and to be used more effectively by MSPs and parliamentary committees in their budget scrutiny.

Scottish Government’s priorities on women’s equality and rights are set out in individual policy frameworks, including Equally Safe³⁷ (Scottish Government and COSLA’s joint strategy on preventing and ending violence against women) and the Fairer Scotland for Women action plan on the gender pay gap.³⁸ We continue to see very little connection between these and other strategies that include women’s equality and rights and spending allocations in the Budget. The Scottish Government is also committed to implementing an ambitious suite of recommendations developed by the First Minister’s National Advisory

³⁵ EBAG (2021) Equality Budget Advisory Group: recommendations for equality and human rights budgeting - 2021-2026 parliamentary session. Available at: <https://www.gov.scot/publications/equality-budget-advisory-group-recommendations-for-equality-and-human-rights-budgeting---2021-2026-parliamentary-session/>.

³⁶ Engender (2017) Gender Matters Roadmap: Towards Women’s Equality in Scotland. Available at: <https://gendermatters.engender.org.uk/content/resources/Gender-Matters-Roadmap---towards-womens-equality-in-Scotland.pdf>.

³⁷ Scottish Government (2018) Equally Safe: Scotland’s Strategy for Preventing and Eradicating Violence against Women and Girls. Available at: <https://www.gov.scot/publications/equally-safe-scotlands-strategy-prevent-eradicate-violence-against-women-girls/documents/>.

³⁸ Scottish Government (2019) A Fairer Scotland for Women: Gender Pay Gap Action Plan. Available at: <https://www.gov.scot/publications/fairer-scotland-women-gender-pay-gap-action-plan/documents/>.

Council on Women and Girls.³⁹ As the implementation phase of this work progresses, it will be vital that adequate resources are allocated across relevant areas of government.

In line with Scotland's commitments to women's equality and human rights, GBA should now be embedded within the Scottish Government's standard annual budgeting and policymaking routines. It is vital that gender analysis is not used only as an extrinsic form of analysis.⁴⁰ Instead, Ministers should be able to demonstrate how GBA has informed resource reprioritisation and reallocation decisions across spending portfolios and throughout the formulation of the budget.

4. CONCLUSION

In the meantime, analysis of how budget decisions impact on women and men must be mainstreamed across portfolios, such that transport funding fundamentally aims to meet women's and men's needs for public transport provision, funding for economic development agencies fundamentally aims to address occupational segregation and so on. Investment in frontline services that women rely on must also be prioritised. The realities and implications of the cost of living crisis are equally cross-cutting, and this will impact on budgetary decision-making in every area of Scottish Government policy. It is vital that the Scottish Draft Budget 2023-24 provides an urgent response that is pivoted at preventing poverty, destitution and insecurity for women, children and other marginalised groups.

In the immediate term, we are therefore calling on the Finance and Public Administration Committee:

- To systematically consider how spending decisions and revenue-raising cumulatively impact on women, men and structural gender inequality;
- To examine available evidence on the impact of the cost of living crisis on women and women's equality in its scrutiny of the forthcoming budget, as well as ongoing implications of the pandemic for women's equality and rights;
- To advocate for budgetary decisions that seek to proactively address these gendered inequalities at a time of great need, including investment in local services;
- To urge Scottish Government to turn EBAG's recommendations for equality and human rights budgeting into a prioritised and well-resourced action plan.

³⁹ Three sets of recommendations from 2018 – 2020 are available on the NACWG website at: <https://www.generationequal.scot/>.

⁴⁰ Downes R, von Trapp L, Nicol S (2017) Gender budgeting in OECD countries. Available at: <https://www.oecd.org/gender/Gender-Budgeting-in-OECD-countries.pdf>.

FOR FURTHER INFORMATION

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ABOUT US

Engender is Scotland's feminist policy and advocacy organisation, working to increase women's social, political and economic equality, enable women's rights, and make visible the impact of sexism on women and wider society. We work at Scottish, UK and international level to produce research, analysis, and recommendations for intersectional feminist legislation and programmes.