



**NI
WOMEN'S
BUDGET
GROUP**



**CHIEF
EXECUTIVES'
FORUM**



In partnership with
**Belfast
City Council**

Budgetary Impact Analysis: A Catalyst for Economic Growth

14 May 2018

**Banqueting Hall
Belfast City Hall**

'Bringing gender issues into the heart of fiscal policy allows for greater understanding of budgetary effects....it is key to effective, evidence-based policy making.'



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#inclusivebudget

WELCOME

It is with great pleasure that we welcome you to this pan-island conference on *Budgetary Impact Analysis: A Catalyst for Economic Growth*. We are honoured to have such a rich and varied programme which is due to the generosity of the speakers, many of whom have travelled from across these islands to be with us. We have no doubt that our speakers will be providing us with best-in class presentations and discussions and we are extremely grateful to them for giving their time so freely and willingly in sharing their experiences with us.

We also extend our sincere thanks to Belfast City Council for hosting and supporting our Conference and to the Rt Hon, the Lord Mayor, Councillor Nuala McAllister and Councillor Deirdre Hargey for their opening and closing addresses.

It is our intention to lend insight into how gender budgeting can act as a catalyst for economic prosperity, but it is also an opportunity for us to learn and share ideas, knowledge and experiences. We trust that you will find the conference both valuable and enjoyable.

ROISIN MCDONOUGH

Chair, CEF Women Chief Executives' Group
Chief Executive, Arts Council NI

LYNN CARVILL

Convener of NI Women's Budget Group
Chief Executive, WomensTec



ABOUT US

CHIEF EXECUTIVES' FORUM

The Chief Executives' Forum is an umbrella body for Chief Executives and senior staff of public sector bodies in Northern Ireland, covering the civil service and its executive agencies, local government and non-departmental public bodies. In total it has over 100 organisations in membership and more than 500 individual and associate members. A key purpose of the Forum is to facilitate interaction and co-operation across the full range of bodies in the public sector. The Forum has delivered over 25 years of support to its members and the wider public sector through a program of 60+ annual events, training, selective research projects and wide ranging networking initiatives.

NORTHERN IRELAND WOMEN'S BUDGET GROUP

The NI Women's Budget Group is a forum of individuals with research, policy or financial expertise from a range of sectors. Their key purpose is to scrutinise budgets and spending plans for gender implications, thus illuminating how taxpayer's money is spent and highlighting the differential impacts on women and men. The NI Women's Budget Group sets out to encourage the NI Executive, government departments, public bodies and Local Councils to ensure that transparent and inclusive budgetary processes are in place, and that gender analysis is fully understood and routinely used to enhance policy making and spending plans that will impact positively on all citizens equally.

BELFAST CITY COUNCIL WOMEN'S STEERING GROUP

Belfast City Council's Women's Steering Group is a joint elected member and senior manager group which has driven the development of a number of policies, initiatives and activities to support women's participation in the workplace and in social and democratic life.

It was established to oversee the development and implementation of the council's Gender Action Plan and was initially aimed at increasing the number of women in senior management positions within Belfast City Council as well as encouraging more women into politics. The work of the Women's Steering Group, through the Gender Action Plan has extended to include a focus on women in communities across the city and in the economy.

WELCOME



RT HON, THE LORD MAYOR, COUNCILLOR NUALA MCALLISTER

Welcome Address

The current Lord Mayor of Belfast is Councillor Nuala McAllister (Alliance). Councillor McAllister was elected to office on 1 June 2017. A former business officer for the Alliance Party at Stormont, Councillor McAllister represents the Castle electoral area. The Lord Mayor is a graduate of Law with Politics from the Ulster University and alumni of the Washington Ireland Programme. The 28-year-old, from the north of the city, is using the theme 'Global Belfast' throughout her term of office. At the heart of this is her desire to have a welcoming, inclusive and open city. She is a strong advocate for equality, inclusivity and human rights.



ROISIN MCDONOUGH

Chair, Women Chief Executives' Group, Chief Executives' Forum Chief Executive, Arts Council of Northern Ireland

Ms McDonough has been Chief Executive of the Arts Council since 2000 where she has been involved in the delivery of major capital projects for the arts, such as the Lyric and the MAC and inaugurated the Reimaging Communities Programme. She is Chair of the Women CEX's Forum which has developed the Women's Leadership Development Programme. Through these roles, she has developed strategic thinking and planning skills, has experience of applying the principles of effective corporate governance and risk management and has implemented many successful change programmes. She is currently the Northern Ireland member of the Creative and Cultural Skills UK Board, the recognised sectoral skills body for the creative and cultural sector.



LYNN CARVILL

Convener, Northern Ireland Women's Budget Group Chief Executive, Women'sTec

Lynn Carvill is Chief Executive of WOMEN'STEC, the largest quality provider of training for women in non-traditional skills in Northern Ireland. Based in North Belfast, WOMEN'STEC works with women and girls enabling them to (re) enter employment in non-traditional sectors contributing to promoting a diverse workforce and reducing the skills shortage in the Construction and ICT industries. The key objective of the organisation is to challenge gender stereotypes in the labour market. Lynn is also convener of the Northern Ireland Women's Budget Group and has a keen interest in gender equality issues in relation to women's labour market participation and economic position. Lynn has held a number of policy and advocacy roles in the women's sector and earlier in her career established the Organisation of the Unemployed: Northern Ireland, the northern division of the Irish National Organisation of the Unemployed. During this time, she chaired a working group on the inaugural NI Consultative Civic Forum, examining the need for a regional anti-poverty strategy. In 2010 she developed a project which culminated in the publication of the seminal research report 'The Northern Ireland Economy: Women on the Edge?'

SPEAKERS



DR ANGELA O'HAGAN—Glasgow Caledonian University
'Advancing Gender Equality with Gender Budgeting'

Dr Angela O'Hagan is a Senior Lecturer in Equality and Public Policy at Glasgow Caledonian University where she is a member of the WiSE Research Centre. She is also Convenor of the Scottish Women's Budget Group and jointly co-ordinates the European Gender Budgeting Network. Angela is also a member of the UK Women's Budget Group Management Committee and a long-standing member of the Scottish Government Equality and Budgets Advisory Group. Her forthcoming co-edited volume explores the developments in gender budgeting across Europe and the challenges for policy makers, politicians, and activists in advancing gender budgeting as a positive approach to public policy and finance.

During this session, Angela will explain what gender budgeting is and why we should consider it for the betterment of society.



UZMA KHAN—Deputy Director, Scottish Government
'A Scottish Approach: Inclusive Growth and Gender Budgeting'

Uzma Khan is Deputy Director for Scotland's Economic Strategy in the Office of the Chief Economist (OCEA) in the Scottish Government. Uzma joined the Scottish Government in 1999, after graduating with an economics degree from Glasgow University. She has worked extensively across departments, providing economic analysis and advice in a broad range of areas including enterprise and business growth during the economic and financial crisis; health department; education and lifelong learning; providing economic advice and support on agriculture and the rural economy, and also covering policy roles overseeing rail infrastructure strategy and fares policy in Transport Scotland. In 2015, she joined the Chief Economist's office and as part of her role, was responsible for taking forward the development of the Scottish Government's inclusive growth agenda.

This session will look at Scotland's approach to inclusive growth, through its practical 'North Ayrshire Inclusive Growth Pilot' and how it can inform outcomes-based budgeting, specifically for gender. The innovative local-level pilot recognised how gender outcomes are critical to unlocking inclusive growth, and influenced policy-making and spending decisions in practice.

SPEAKERS



**DR MARY-ANN STEPHENSON—Director, UK Women’s Budget Group
‘Local and Intersectional: the Women’s Budget Group and Coventry
Women’s Voices work in Coventry’**

Mary-Ann Stephenson has worked for women’s equality and human rights for over twenty years as a campaigner, researcher and trainer. She was previously Director of the Fawcett Society and a Commissioner on the Women’s National Commission. She is a founder member of Coventry Women’s Voices and a board member at Coventry Rape and Sexual Abuse Centre. She also has a PhD in Law.

This session will explore how women’s civil society organisations in Coventry worked to analyse the impact of local and national budgets on different groups of women in the city.



**LAURENCE BOND—Director, Irish Human Rights and Equality
Commission
‘Budget Proofing for Equality and Human Rights in Ireland’**

Laurence Bond was appointed as the Director of the Irish Human Rights and Equality Commission in May 2017. Before his appointment, Laurence had served as the Acting Director and Head of Research for the Commission, and as Head of Research in the then Equality Authority from 2002. Prior to working in the Equality Authority and the Irish Human Rights and Equality Commission, Laurence has many years experience within research, policy analysis and campaigning across the public and voluntary sectors.

In Ireland the May 2016 Programme for a Partnership Government included a new commitment to “develop the process of budget and policy proofing as a means of advancing equality, reducing poverty and strengthening economic and social rights.” The Programme for Government also committed to drawing on the expertise of the Irish Human Rights and Equality Commission to support the proofing process. Laurence Bond will outline how the commitment to Budget proofing has been progressed and applied to date.

SPEAKERS



PROF JOAN BALLANTINE—Professor of Accounting, Ulster University Business School

‘The Role of Gender Responsive Budgeting in Building a More Equal Society in Northern Ireland’

An accounting graduate and Fellow of the Association of Chartered Certified Accountants (FCCA), Joan has gained extensive lecturing experience in previous posts at Warwick Business School and Queen’s University. During her time at Warwick she gained her doctorate and was actively engaged in executive education and consultancy to a range of organisations including Arthur Anderson, Nestle, Elsevier and Admiral plc. Joan joined Ulster University Business School as Professor of Accounting in 2008. Her research areas are gender equality at the executive levels of the public sector, gender budgeting, performance measurement and management and business ethics. Joan has held external examiner positions on MBA programmes at Manchester Business School and the University of Edinburgh Business School. She has previously held the position of Chair of the ACCA Ulster Members’ Network Panel and is currently the Vice-Chair and Treasurer of Kabosh (a local theatre company), a Board Member and Treasurer of Cancer Fund for Children and the Chair of the British Accounting and Finance Association, Accounting Education Interest Group.

In other UK devolved administrations, Ireland and internationally, gender budgeting has been offered as making a substantive contribution to addressing gender inequalities. Some preliminary analysis of the need for the Northern Ireland government to adopt a gender budgeting framework has been commissioned by the Equality Commission for Northern Ireland (ECNI) which has highlighted “the legitimacy of working with budget processes so as to better progress equality outcomes” (Quinn, 2013, p.1). Additionally, some preliminary work in this area has been carried out by the Northern Ireland Women’s Budget Group (NIWBG), in conjunction with the Women’s Ad Hoc Policy Group. As a result of discussions with these key stakeholders, Ulster University has identified a need to progress the gender budgeting agenda in Northern Ireland where there have been specific challenges around women’s equality. This presentation will discuss the importance of adopting a gender budgeting approach in Northern Ireland to address gender inequalities and outline plans to conduct extensive research in this area.

SPEAKERS



**PROF ANN MARIE GREY—Professor of Social Policy, School of Applied Social and Policy Sciences, Ulster University
'The Role of Gender Responsive Budgeting in Building a More Equal Society in Northern Ireland'**

Ann Marie Gray is Professor of Social Policy in the School of Applied Social and Policy Sciences at Ulster University and co-director of ARK (www.ark.ac.uk), a joint Ulster University/Queen's University Research Centre. Her research interests include devolution and social policy, gender and social policy and social care policy. Current projects include ESRC funded work on abortion, which included the first ever survey of public opinion in NI on this issue. Recent publications include co-authored books on governance and the delivery of welfare, transformations in social care and articles on Brexit and Devolution. In line with ARK's mission to promote the accessibility and use of academic research she has worked closely with external organisations to increase the accessibility and impact of academic data through the publication of policy briefs, evidence reviews and research updates. She represents Ulster University on the Knowledge Exchange Seminar Series (KESS) panel, an initiative partnering the Northern Ireland Assembly Research Service and the Universities in Northern Ireland. She was appointed an International Visiting Scholar by the Open Society Institute and has worked with universities in Moldova and Azerbaijan to support the development of Social Policy and Social Work. She is chair of Youth Action Northern Ireland.

SPEAKERS



DR EVELYN COLLINS CBE—Chief Executive, Equality Commission for Northern Ireland 'Gender Budgeting and the Equality Duties'

Dr Evelyn Collins CBE has been Chief Executive of the Equality Commission for Northern Ireland since March 2000, an organisation with a wide remit under Northern Ireland's equality laws. Evelyn is a law graduate of Sheffield University, and has Masters' degrees from the University of Toronto (Criminology) and Queen's University Belfast (Human Rights and Discrimination Law). Evelyn has worked on equality issues since the 1980s, mostly in Northern Ireland but also as a national expert working on gender equality in the European Commission in Brussels. Evelyn was Chair of the Board of Equinet, the European Network of Equality Bodies from October 2013 to October 2017. She is a member of the European Commission's Advisory Committee on Equal Opportunities between Women and Men. Evelyn was appointed as a Trustee of the Equal Rights Trust in September 2017. Evelyn also serves on the Board of the Chief Executives' Forum in Northern Ireland and is a Fellow of the Royal Society of Arts. Evelyn was awarded the CBE in 2008, for services to the public in Northern Ireland. In July 2014, the University of Ulster awarded Evelyn the honorary degree of Doctor of Law (LLD) for her contribution to the promotion of equality and good relations.

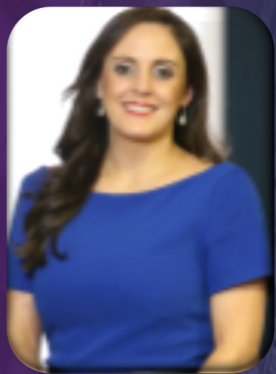
Evelyn's session will focus on the application of the requirement on public authorities in Northern Ireland to pay due regard to the need to promote equality of opportunity to their budget processes, including on grounds of gender.

DISCUSSANTS



BRONAGH HINDS—Senior Associate, DemocraShe

Bronagh's portfolio includes advice, research, facilitation and capacity building for equality, peace, leadership and governance. She was a Senior Research Practitioner in Queen's University Institute of Governance for several years, following posts as Chief Executive in the voluntary sector. She served on a number of boards in the North and South of Ireland and the UK, including as Deputy Chief Commissioner of the Equality Commission for Northern Ireland, a Commissioner on the Local Government Staff Commission and the Northern Ireland Commissioner on the UK Women's National Commission. A co-founder of the Women's Coalition she was involved in negotiating the Belfast/Good Friday Agreement. Bronagh authored 'The Northern Ireland Economy: Women on the Edge', and co-authored 'Women, Peace and Security: Women's Rights and Gender Equality - developing and applying Women Peace and Security practice in N.Ireland/Ireland'. She has been advising the Women's Advisory Board to the UN Special Envoy throughout the UN-mediated Syrian negotiations and undertaken reviews for the Irish Government of its National Action Plans on women, peace and security. Bronagh was awarded UK Woman of Europe in 1998 and the International Women's Democracy Centre Global Democracy Award in 2002.



DR ELAINE O'NEILL—Director, Institute of Directors Northern Ireland

As Programme Director for IoD NI, Elaine is responsible for leading the professional development provision through the IoD NI Academy. Elaine has more than 12 years' experience in senior roles across the public, private and third sector, and most recently as Head of Programmes at Stormont-based body Politics Plus, with a specialism on gender equality. She has led programmes to support democracy, economic development, tourism, and a signature capital build project. Elaine has a PhD in Management and a BSc in Business Information Technology

DISCUSSANTS



SUZANNE WYLIE—Chief Executive, Belfast City Council

Suzanne Wylie took up the post of Chief Executive of Belfast City Council from 1 July 2014. Belfast City Council is the largest Council in Northern Ireland with 2,400 staff and with a responsibility for providing services to the 333,000 people who live in the city. Since taking up the post Suzanne has been leading the Council's new City Plan, the Belfast Agenda 2030, which is focused on inclusive growth, driving the economy and connecting neighbourhoods and people to the opportunities it creates. The council is collaboratively working with Council's within the Belfast sub region to deliver a Belfast Region City Growth deal. This ambitious bid for investment in infrastructure, innovation and skills will not only complement the council's plans of boosting the economy, creating jobs and ensuring economic growth reaches all areas, including disadvantaged communities within the City, but will also improve the region as a whole. Suzanne is hugely optimistic about the potential of the city in terms of the economy, jobs, skills, tourism, and culture. Suzanne has worked for Belfast City Council for 28 years and previously held the position of Director of Health and Environmental Services from 2010, and she is focused on positioning the City Council as a key driver in the continued growth of Belfast. Suzanne is married with three children.



OWEN REIDY —Assistant General Secretary, Irish Congress of Trade Unions

Owen Reidy took up the position of Assistant General Secretary of the ICTU with (primarily) responsibility for Northern Ireland in November 2016. Previous to this he was a Divisional Organiser with SIPTU with responsibility for the Unions' transport, energy, aviation and construction members. He was involved in a number of important pay disputes in recent years which resulted in pay increases for workers in Dublin Bus and the Luas of between 3.75% and 4% a year. Since joining the ICTU he has worked closely with the NIC-ICTU to develop and build the Better Work Better Lives campaign which was launched in late November 2017. He has also been working with other social partners seeking to ensure that workers in Northern Ireland do not pay the price of a Brexit.

CLOSING ADDRESS



COUNCILLOR DEIRDRE HARGEY, Belfast City Council

PROGRAMME

09:00—09:30	Registration	Tea/Coffee on arrival
09:30—09:50	Welcome	Lord Mayor Councillor Nuala McAllister Roisin McDonough Lynn Carvill
09:50—10:10	Advancing Gender Equality with Gender Budgeting	Dr Angela O'Hagan Glasgow Caledonian University
10:10—10:30	A Scottish Approach: Inclusive Growth and Gender Budgeting	Uzma Khan Scottish Government
10:30 – 10:55	BREAK	
10:55– 11:15	Local and Intersectional: The Women's Budget Group and Coventry Women's Voices work in Coventry	Dr Mary-Ann Stephenson UK Women's Budget Group
11:15—11:35	Budget Proofing for Equality and Human Rights in Ireland	Laurence Bond Irish Human Rights and Equality Commission
11:35—11:55	The Role of Gender Responsive Budgeting in Building a More Equal Society in Northern Ireland	Prof Joan Ballantine & Prof Ann Marie Grey Ulster University
11:55—12:15	Gender Budgeting and the Equality Duties	Dr Evelyn Collins Equality Commission for Northern Ireland
12:15—12:45	Question Time Chaired by Lynn Carvill	Dr Angela O'Hagan Uzma Khan Dr Mary-Ann Stephenson Laurence Bond Prof Joan Ballantine Prof Ann Marie Grey Dr Evelyn Collins
12:45– 13:20	Conference Reflections Chaired by Lynn Carvill	Bronagh Hinds, NI Women's Budget Group Dr Elaine O'Neill, Institute of Directors Suzanne Wylie, Belfast City Council Owen Reidy, Irish Congress of Trade Unions
13:20 – 13:30	CLOSING ADDRESS	Councillor Deirdre Hargey
13:30	LUNCH	