



# OUR STRATEGY SUMMARY

2023-

2028

# ABOUT WVBG

*WE PUT FEMINISM INTO ECONOMICS AND ECONOMICS INTO FEMINISM.*

The UK Women's Budget Group is a feminist think tank that raises awareness of and provides evidence for a gender-equal economy. We act as a link between academia, the women's voluntary sector and progressive economics think tanks. We benefit hugely from our network of pro-bono experts from academia, the new economics and the women's movements, alongside a professional staff team, who are all essential to our work.

**Our vision is of a gender-equal society.**

**Our mission is to advance gender equality in policymaking through feminist approaches to economics.**

## LONG TERM AIMS:

**Economic, social and policy structures allow everyone to lead prosperous, healthy and safe lives, such that:**

Women enjoy substantive equality and economic independence.

A green and caring economy that has wellbeing as its key goal.

Care work is recognised as an essential part of life and the economy and provided to a high standard to all those who need it, redistributed between families and society fairly, and between women and men equally.

**The UK government funds these economic changes through progressive taxation and borrowing levels based on need, rather than arbitrary fiscal rules.**

**In the UK and internationally:**

Public bodies adopt gender responsive budgeting (GRB) and other feminist policymaking tools in policymaking.

Diverse feminist organisations regularly participate in economic debates.

Mainstream economic think tanks, policy-makers and media outlets adopt feminist approaches to economic policy.

## MEDIUM TERM AIMS:

**A shift to public policies that contribute to equality, prosperity and wellbeing:**

Plans to revise the UK social security system according to feminist principles.

A workable system of maternity, paternity, and parental leave in the UK that encourages parents to share care.

A gender-sensitive and just green transition that recognises care sectors as key to achieving the wellbeing and sustainability of planet and people.

A move to early years and childcare and adult social care systems that are free / affordable, high quality, universal and comprehensive

**A revision of the UK's taxation system and plans to make it more progressive and a revision of fiscal rules to allow borrowing based on need.**

**In the UK and internationally:**

A growing number of public bodies develop gender-inclusive processes and use feminist tools in policymaking.

A growing number of diverse feminist organisations, regularly participate in economic debates and policymaking.

A growing number of mainstream economic think tanks adopt feminist approaches to economic policy.

# OUR STRATEGIC OBJECTIVES



## | RESEARCH, ANALYSIS AND POLICYMAKING

**Provide evidence of the gendered impacts of economic policy.**

**Support development of gender-responsive policies.**

**Build on and extend our reactive analysis of the impact of economic policy on different groups of women, highlighting overarching themes.**

**Recognise different forms of expertise, including that gained through lived experience.**

**Recognise and reflect the intersection of gender inequality with other structures of inequality.**

# OUR IMMEDIATE OBJECTIVES



## | RESEARCH, ANALYSIS AND POLICYMAKING

Analyse and influence governmental budgets and financial statements.

Continue research on early years and childcare (EYC) in collaboration with the EYC Coalition.

Research challenges facing our social care workforce.

Develop detailed recommendations on UK maternity, paternity and parental leave policy.

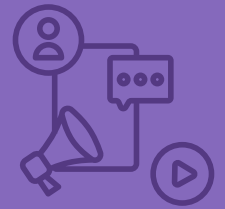
Continue research on gendered and intersectional impacts of social security changes.

Develop a Local Cost of Living Project model, involving more feminist grassroots groups in the research.

Share our research and policy work with, and learn from, our international partners.

Ensure space for emerging issues so we can respond to a rapidly changing economic and policy environment.

# OUR STRATEGIC OBJECTIVES



## | COMMUNICATIONS AND INFLUENCE

**Communicate research & recommendations with policymakers, the media, and civil society to influence debate & policymaking.**

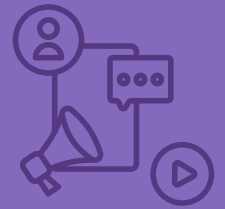
**Become the first port of call for policymakers and the media for analysis of the gendered impact of economic policy.**

**Increase our influence and strengthen our relationships with political, media, academic, third sector, and other stakeholders.**

**Grow, strengthen and diversify our network of pro-bono experts, and support & develop the next generation of experts.**

**Build and strengthen relationships with our sister organisations in Scotland, Wales and Northern Ireland.**

# OUR IMMEDIATE OBJECTIVES



## | COMMUNICATIONS AND INFLUENCE

**Monitor and review the impacts of key messages, concepts, and policy recommendations.**

**Strengthen work with our Policy Advisory Group and Early Career Network.**

**Increase and diversify our audiences through a strong and recognisable brand, effective media and social media engagement, spokespeople, and accessible content that speaks to and represents a diverse audience.**

**Disseminate thought leadership through blogs, briefings, events, and media placements.**

**Collaborate with our sister WBGs to exchange learning, evidence and intelligence.**

**Respond to opportunities and risks as they emerge, in line with our strategic objectives, mission and vision.**



# OUR STRATEGIC OBJECTIVES



## | TRAINING AND CAPACITY BUILDING

**Build women's capacity to participate in economic debates and use our work in their campaigns and advocacy.**

**Build partnerships with grassroots organisations including those representing marginalised women.**

**Build the capacity of public bodies and influence them to undertake gender-responsive budgeting and use other feminist policymaking tools.**

**Play an active role in international debates and promote feminist analysis of economic policy.**

# OUR IMMEDIATE OBJECTIVES



## | TRAINING AND CAPACITY BUILDING

**Develop a training and capacity building hub.**

**Build our reputation as a feminist organisation providing robust training and consultancy on gender, data and feminist policymaking tool.**

**Develop training materials that are adaptable for UK and international contexts.**

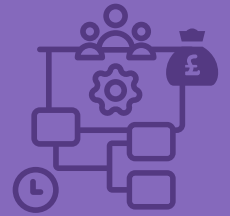
**Develop a one-year programme for feminist grassroots organisations to take them from data finding to policy influencing.**

**Continue to offer bespoke support sessions to local and international civil society.**

**Offer training services to public bodies on gender data and feminist policymaking tools.**

**Promote and hold spaces for knowledge and best practice sharing, particularly in-person events.**

# OUR STRATEGIC OBJECTIVES



## | ORGANISATIONAL SUSTAINABILITY

**Build a sustainable organisation which reflects our values.**

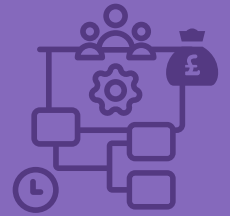
**Continuously review our governance structures, policies and procedures to meet the needs of a developing organisation and support increased diversity within WBG.**

**Ensure we have sufficient income from diverse sources for organisational stability.**

**Develop new funding streams, including for regional work.**

**Build and diversify our staff and pro-bono capacity to fulfil our organisational objectives.**

# OUR IMMEDIATE OBJECTIVES



## | ORGANISATIONAL SUSTAINABILITY

**Improve internal communications to strengthen links between teams while clarifying responsibilities and division of labour.**

**Continue to review policies to ensure we recruit and retain skilled and motivated staff.**

**Introduce peer skill sharing and continue to provide opportunities for external training for staff development at all levels.**

**Regularly review efficiency and productivity experimenting with new approaches, including the use of AI.**

**Ensure management team have skills to provide the best support and management for their teams.**