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Ysgrifennydd y Cabinet dros Gyllid a'r Gymraeg  
Cabinet Secretary for Finance and Welsh Language



Llywodraeth Cymru  
Welsh Government

Peredur Owen Griffiths MS  
Chair  
Finance Committee  
Senedd Cymru

19 January 2026

Dear Peredur,

During my recent appearance at the Finance Committee in December I committed to providing you with further detail on the Welsh Government's Gender Budgeting work, the findings from the pilots undertaken between 2019 and 2024, and to outline how this learning will inform future practice.

### **What is Gender Budgeting?**

Gender budgeting is an approach to public financial management that integrates a gender perspective into budgetary processes. It involves assessing how spending decisions impact women and men differently, with the aim of promoting equality and ensuring that resources are allocated fairly and effectively.

In practice, gender budgeting means applying gender analysis at key stages of policy development and budget planning. This includes gathering and using gender-disaggregated data, identifying potential inequalities in access or outcomes, and adapting programmes or funding allocations to address these gaps. By embedding these considerations early in the process, governments can make more informed decisions that support inclusive and equitable outcomes.

The pilots were designed to test different ways of integrating gender analysis into day-to-day policy development and spending decisions across three distinct areas: Active Travel, the Young Person's Guarantee, and Personal Learning Accounts. Together, they have given us valuable, practical insight into how gender budgeting can help to improve outcomes and ensure that public money is used fairly and effectively.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

## Key Findings from the Pilots

Across all three pilots, several consistent themes emerged:

- **Embedding gender budgeting early is critical.** Where gender budgeting was introduced part-way through programme delivery, its impact and buy-in were limited. The evaluation makes clear that the approach is most effective when built in from the outset.
- **Improved data is essential.** While each pilot strengthened its data collection, intersectional and gender-disaggregated data remains inconsistent. Robust evidence will be vital to enable better-informed decisions in future.
- **Capacity, understanding and confidence need strengthening.** Delivery partners, colleges, and programme teams welcomed the approach, but highlighted the need for clearer guidance, practical examples, and ongoing support to embed gender budgeting meaningfully.
- **Gender budgeting can change outcomes.**
  - In the E-Move active travel pilot, adapting promotion, engagement and bike options in response to identified barriers led to women representing 48% of users—a significant improvement given that men are typically three times more likely to cycle than women.
  - Within Personal Learning Accounts, there is early evidence of improved participation in non-traditional subjects, for example, increased numbers of women taking up training in construction and ICT.
  - For the Young Person's Guarantee, strengthened Equality Impact Assessments and targeted work (including with the female prisoner population) have generated new evidence to shape future delivery.
- **Cultural and organisational change takes time.** Embedding gender analysis into standard processes - rather than viewing it as an 'add-on' - requires sustained leadership, training, and reinforcement over multiple budget cycles.

The published evaluation can be found here [Gender Budgeting in Practice: Learning from Pilot Schemes in Wales 2019–2024 | GOV.WALES](#)

## Next Steps

The evaluation shows that gender budgeting can make a meaningful contribution to fairer, more effective public spending. It also highlights that this must be a long-term, strategic endeavour.

The next stage of developing our approach will be to focus on consolidating the learning, strengthening capability across government, and ensuring that the principles of gender budgeting continue to inform policy development and budget processes. This includes working with others in the public sector to share best practice and highlight practical tools. We are maintaining engagement with partners such as the Welsh Government's Budget Impact and Improvement Advisory Group, and we have invited the Women's Equality Network to contribute to next stages of development. In particular, I wish to highlight the

contribution made by the Wales Women's Budget Group, whose challenge and expertise have been invaluable in helping to mainstream Gender Budgeting in the Welsh Government.

While this work has already contributed important insights and positive changes, it is clear that fully realising the benefits of gender budgeting will require continuity and a sustained commitment over future budget cycles. As we approach the end of this government term, I hope that the next government will wish to continue to build on this progress and further explore the potential of gender budgeting as a tool for improving outcomes and ensuring fairness in public spending.

I hope this information is useful to the Committee.

Yours sincerely,

A handwritten signature in black ink that reads "Mark Drakeford". The signature is written in a cursive, slightly slanted style.

**Mark Drakeford AS/MS**

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