

Women's Policy Group NI

WPG NI Response to NISRA Census Outputs Consultation (November 2021)

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1. Introduction

The WPG is a platform for women working in policy and advocacy roles in different organisations to share their work and speak with a collective voice on key issues. It is made up of women from trade unions, grassroots women's organisations, women's networks, feminist campaigning organisations, LGBT+ organisations, migrant groups, support service providers, NGOs, human rights and equality organisations and individuals. Over the years, this important network has ensured that there is good communication between politicians, policy makers and women's organisations on the ground.

The WPG uses our group expertise to lobby to influence the development and implementation of policies affecting women. The WPG is endorsed as a coalition of expert voices that advocates for women in Northern Ireland on a policy level. This group has collective expertise on protected characteristics and focus on identifying the intersectional needs of all women; in line with international human rights mechanisms.

If you have any questions or queries about this consultation response, or would like the WPG and the relevant membership organisations to discuss recommendations in this response further, please contact Rachel Powell, Women's Sector Lobbyist, at rachel.powell@wrda.net.

This response was prepared by the following WPG members:

- Rachel Powell - Women's Resource and Development Agency
- Kendall Bousquet – Migrant Centre NI
- Danielle Roberts - HERe NI
- Elaine Crory – Women's Resource and Development Agency/ Raise Your Voice
- Alexandra Brennan – NI Women's Budget Group
- Louise Coyle – NI Rural Women's Network
- Aoife Mallon – Independent Contractor for WRDA

1.1 Endorsements

The WPG would like to endorse the response submitted to this consultation by the NI Women's Budget Group (WBG). In particular, we endorse recommendations made by the WBG relating to the need for gender disaggregated data and data on the trans and non-binary communities in Northern Ireland. The WPG also share concerns raised by the WBG regarding the use of the term 'sex' rather than 'gender' in this consultation.

2. WPG Feminist Recovery Plan:

The WPG first published its NI COVID-19 Feminist Recovery Plan in July 2020 and relaunched the Plan with updated evidence and recommendations in July 2021. The Plan highlights the disproportionate impact of the pandemic on women and provides a roadmap for addressing this impact. The Plan covers a wide range of topics, including violence against women, health inequalities and women's poverty, with six main Pillars: Economic Justice, Health, Social Justice, Culture, Brexit, Human Rights and a Bill of Rights, and International Best Practice.

Throughout the Plan, the WPG emphasises the need for gender disaggregated data in order to fully understand the impact of COVID-19 on women and gender inequalities in our society more generally. Accordingly, some content from the Plan has been used to develop this consultation response.

The original and relaunched versions of the Feminist Recovery Plan are available at the following links:

- [WPG COVID-19 Feminist Recovery Plan](#) 2020 (Original)
- [WPG COVID-19 Feminist Recovery Plan](#) 2021 (Relaunched)
- [WPG COVID-19 Feminist Recovery Plan Supplementary Report: Women's Voices at the Core](#) 2021

3. General Comments on Census Outputs Consultation

The WPG welcomes the release of Census Outputs from the 2021 Northern Ireland Census. This data will help to inform and guide the work of the WPG over the next 10 years. Given the importance of this data, the WPG would like to raise some concerns regarding unmet data needs from the 2021 Census in this consultation response. Concerns relating to specific sections of the Census Outputs Questionnaire will be addressed in section 4. The WPG would first like to raise some general concerns regarding the Census Outputs consultation.

3.1 The importance of gender disaggregated data

The Northern Ireland Gender Equality Strategy Expert Advisory Panel Report,¹ released in March 2021, provides a comprehensive overview of key indicators on women's economic standing in Northern Ireland and the urgent need for gender disaggregated data by official agencies.

Having accurate data is crucial for protecting and increasing the equality of women because it informs policy making and allows the impact of government measures to be assessed. It also allows civil society to see where problems are so that they can accurately focus their campaigning and lobbying. For example, without Northern Ireland specific gender disaggregated on furlough rates, redundancies and claimant counts, it is difficult to get a fully accurate picture of how men and women have been impacted by job loss and therefore difficult to assess where resources should be targeted to address these losses.

The importance of gender disaggregated data, and the lack of this in the UK, has also been raised by UN monitoring mechanisms in their reviews of the UK's compliance with international human rights law.²

3.2 Problematic use of the term 'sex' rather than 'gender'

The notable absence of the 'gender' indicator from the 2021 Census left a significant gap in the data. While there was a question asking about the 'sex' of the respondent, that is not the same as asking their 'gender' and by leaving 'gender' out, gender minorities are erased from such analyses. The difference between 'gender' and 'sex' is outlined on Transgender NI's 'Terminology & Language' page³:

Gender - A person's inner perceptions of being male, female or otherwise. Gender is a spectrum with most people falling on either male or female. It is different than someone's sex characteristics. A transgender person's gender is different than the gender assignment that was made at birth.

Sex/Sex Characteristics - A set of multiple characteristics of a person's body that defines someone as male, female or otherwise. This includes genitalia, chromosomes, hormone levels and other physiological factors. Sex is a

¹ Gender Equality Strategy Expert Advisory Panel Report (March 2021): <https://bit.ly/2SRZcmu>

² See for example Committee on the Elimination of All Forms of Discrimination against Women, 'Concluding observations on the eighth periodic report of the United Kingdom of Great Britain and Northern Ireland', Adopted by the Committee at its seventy-second session (18 February–8 March 2019) at para. 26(d) <https://bit.ly/3wTwwUC>

³ TransgenderNI. 2021. 'Terminology & Language,' <https://transgenderni.org.uk/glossary/>

spectrum, with most people falling on either male or female. Commonly, children are born intersex.

The exclusion of 'gender' is of serious concern to the WPG, as data on anyone who is not cisgender in Northern Ireland is incredibly limited. Limited data restricts representative organisations' abilities to advocate sufficiently and also leads to ill-informed decision-making around such issues.

The WPG recommends that NISRA include the indicator 'gender' in any collection of data where basic descriptive indicators are asked of the respondents.

4. Section by Section Comments

In this section, the WPG will raise specific concerns regarding unmet data needs, as they relate to various sections of the Consultation Outputs Questionnaire.

Section 2.1: Methods of Dissemination

Section 2.2: Release Schedule

Section 2.3: Standard Variables

Comments by the WPG under this heading relate to the following questions:

- *Question 28: Do you require any additional output categories in the sexual orientation classification?*
- *Question 29: Does the collapsed output classification for more detailed cross-tabulations on sexual orientation meet your needs?*
- *Question 30: Do you require any additional cross-tabulations for sexual orientation?*
- *Question 36: Do you have any data needs for a full-detail table on Sexual Orientation?*

It would be useful if data could be disaggregated on both sexual orientation and other demographics, including sex (in lieu of gender data). This is particularly important should the lesbian, bisexual and gay categories be collapsed. It is likely there will be some women who will have identified as 'gay', as well as bisexual men recorded in the bisexual output. We would like

to be able to separate LGB women from collapsed outputs. We appreciate depending on the number of responses this may restrict other cross-tabulations such as geography.

Section 2.4: Proposals for new derived variables

Comments by the WPG in this section relate to the following questions:

- *Question 37: If available, which of the proposed new variables would you have data needs for?*
- *Question 38: If available, which of the proposed new variables on health and living arrangements would you have data needs for?*
- *Question 39: If available, would you have any data needs for a “Care home resident” variable?*

The WPG have data needs for the following proposed new variables:

- (1) Route to highest level of education
- (2) Adult students
- (3) Not in employment, education or training
- (4) Temporarily away from work
- (5) Key/ critical worker
- (6) Skills mismatch
- (7) Economic risk created by pandemic.
- (8) COVID-19 Health risk
- (9) Multigenerational households
- (10) Living together/ apart
- (11) Care home resident variable

The WPG would like to see a gender breakdown of each of these variables, particularly those relating to women’s economic activity, the economic impact of the pandemic on women and the number of women in multigenerational households and care homes.

Education, Adult Students, Employment, Training and Apprenticeships

The results for indicators on education, training and apprenticeships need to be disaggregated by gender and other protected characteristics under Section 75, particularly in the context of rebuilding the economy post-COVID-19.

Skills Mismatch

There are prevalent issues of women working in jobs and grades below their capability due to the lack of flexible working in the roles they are qualified to do, and this may be contributing to growing underemployment rates. Further, due to poor data collection in relation to trans communities, issues of trans discrimination in the workplace and underachievement due to truancy in education and how this impacts underemployment of gender minorities is not recognised or addressed. It is important that results for this variable are disaggregated by gender and other protected characteristics under Section 75.

Economic Risk created by the Pandemic

The ongoing crisis affects men and women differently, and in many cases deepens the inequalities women experience on an everyday basis. Not only does this crisis have a disproportionate impact on women, but that impact is worsened for women from particular backgrounds: for instance, black and minority ethnic women, disabled women, women with caring responsibilities, and LGBTQI+ women. The emergency action required, and any recovery programme put in place, must meaningfully take into consideration the institutionalised inequalities that exist within Northern Ireland, and must co-develop a roadmap forward with the communities affected.

COVID-19 Health Risk

In the context of COVID-19, evidence suggests that the pandemic is having a disproportionate impact on Black and Minority Ethnic (BME) communities and health and care staff. The NHS Confederation BME Leadership Network have outlined the below concerns to ensure senior health leaders and policy makers can make informed decision-making to address this⁴:

- Early analysis points to an overrepresentation of BME health and care professionals among COVID-19 fatalities.
- Some BME groups are at higher risk of certain diseases and conditions and a number of BME staff from various socio-economic backgrounds, including hospital consultants, nurses, healthcare assistants and cleaners have died from the virus.
- Better and more transparent collection and reporting of ethnicity data is needed to understand the full impact of COVID-19.

⁴ NHS Confederation BME Leadership Network Member Briefing April 2020: <https://bit.ly/3gRQBZS>

Research from the WBG, LSE, Queen Mary University of London and the Fawcett Society has also produced significant evidence on BME women and the impact of COVID-19⁵.

Section 2.5: Population base specification

- *Question 44: Do you have any requirement for census information for a small population group?*

Yes. The WPG advocate for census information to be released with regard to disaggregated data on ethnicity, nationality, and immigration status, as well as for faith groups including minority religions. This is crucial for understanding the scope and needs of ethnic minority and migrant populations in NI. This information may be used to better adapt statutory and voluntary services to meet demand for specialist services including service provision for those whose first language is not English. This information will be necessary for all the engagement and outreach of all government departments and statutory organisations, including the Health and Social Care Trusts, PSNI, and NI Housing Executive.

Section 2.6: Taking a census during a period of change

As a number of questions in this section are relevant to the work of the WPG, these questions will be considered individually in turn.

- *Question 45: Do you anticipate needing any additional data on place of residence to supplement 2021 Census data?*

Yes. The prevalence of domestic abuse and domestic violence is widely recognised to have increased during the pandemic. Even at that it was at a high level before this, higher than shelters were able to cope with. Therefore it would be useful to have information on those who will have fled their place of residence during the pandemic, either to temporary or permanent new addresses. This will be useful for those who plan sheltered accommodation and lend credence in terms of data to arguments for funding for such accommodation.

In addition, it is helpful to know where people fleeing domestic abuse go; as mentioned, we know that shelters are operating at capacity most of the time, and knowing what percentage of people forced from their residence

⁵ WBG et. al. (2020), 'BAME women and COVID-19 - Research Evidence', (available online): <https://bit.ly/35NbPSA>

by domestic abuse and violence are able to use this route, versus the percentage obliged to rely on family and friends, would be important data to extract.

- *Question 48: Do you anticipate needing any additional data on economic activity and employment to supplement 2021 Census data?*

Yes. The WPG anticipate needing additional data on economic activity and employment which is disaggregated by gender, specifically on women impacted by furlough, redundancy, care responsibilities, the economic impact on disabled women and women's unemployment rates.

Furlough

Due to the lack of gender disaggregated data and data on the impact of COVID-19 on smaller businesses, the full extent of the economic consequences of the furlough scheme and increased redundancies is not entirely clear. However, the WPG have reason to believe women have been furloughed at higher levels than men, as the sectors with the highest levels of furloughed employees were female-dominated sectors such as arts, entertainment and recreation at 33%, followed by accommodation and food services at 27%. The number of women furloughed is expected to have been higher as it has not been possible for the HMRC to link all furlough data with the gender of employees.

Redundancies

Given the persistent gaps in gender disaggregated data in key economic indicators, it is important to assess redundancies and the implications of these job losses for women. Under the Employment Rights (Northern Ireland) Order 1996 (Amended 8 October 2006)⁶ companies are only legally required to notify the Department for Economy of impending redundancies of 20 or more employees. Companies who propose less than 20 redundancies are not required to notify the Department, therefore the figures provided are likely to be an underestimate of total job losses. However, it is not possible to quantify the extent of the shortfall. Therefore,

⁶ Employment Rights (Northern Ireland) Order 1996 (Amended 8 October 2006): <https://bit.ly/2Ux4wfg>

the numbers of redundancies reported are likely to be less than the actual numbers of redundancies in Northern Ireland.

What is clear from available statistics is that as economic pressures continue alongside lockdown measures to tackle the COVID-19 pandemic, redundancies have been steadily increasing across Northern Ireland. From 1st November 2019 to 31st October 2020, 9,600 redundancies were proposed, the highest annual totals on record⁷. Nearly 80% of redundancies confirmed for 2020 took place in the months July-October. From November 2019 to November 2020, there were 4,060 confirmed redundancies, which was 31% higher than the previous year (3,100). However, there is a lag between proposed redundancies and confirmed redundancies, and smaller businesses that have been hardest hit by the pandemic are not likely to be included in these figures as many will have had less than 20 employees to make redundant.

Northern Ireland has the highest concentration of small to medium businesses (SMEs) of anywhere in the UK, accounting for 99.9% of all businesses in Northern Ireland and generating about 75% of all private sector income and employment⁸. Crucially, this shows how there are many redundancies that will not have been accounted for as there is no requirement to notify the Department of proposed redundancies below 20 people. If the Northern Ireland Claimant Count was broken down by gender disaggregated data, this could go some way to providing a better picture.

Clearly, better collection and reporting of gender disaggregated data is necessary in order to fully understand the groups that have been disproportionately impacted by the pandemic due to economic, social and political factors. Without doing this, it will be impossible to create a recovery process that is even and addresses growing inequality.

Care Responsibilities

Evidence shows that the COVID-19 pandemic has led to an increase in the number of people providing care. This increase has undoubtedly impacted people's employment, particularly women, who are more likely than men to have caring responsibilities.

Research shows that women are more likely than men to be forced out of the labour market by unpaid, domestic work or caring responsibilities and 69% of carers are women. Women in NI also have a 70% chance of providing

⁷ NISRA Labour Market Report 2020, p.14 <https://bit.ly/3zLKJZX>

⁸ Swinton (2020), 'Northern Ireland - Business Trends Report', <https://bit.ly/3xKSvBs>

care in their adult life, compared to 60% for men and by the age of 46, half of all women have been a carer (11 years before men)⁹. Many new unpaid carers are drawn from the working population, as 26% of all workers are now juggling work and unpaid care; an increase from one in six to one in four¹⁰.

Research from Carers Week 2020 found that in Northern Ireland 15% of respondents said they were already providing care before the COVID-19 outbreak (212,000 people) and a further 7% stated that they have started caring since the outbreak (98,000 people). It also found that 59% of respondents stated that unpaid caring responsibilities was having a detrimental impact on their ability to do paid work.

Economic Impact on Disabled Women

The COVID-19 pandemic has had unique economic impacts on disabled people in Northern Ireland, and particularly for disabled women. The WPG would like to see data from this variable disaggregated by gender, as it is crucial for understanding the needs of disabled women better.

- *Question 54: Do you require data published using the workplace zone geography?*

Yes. The WPG would like to see gender disaggregated data on rates of men and women currently working from home.

- *Question 55: Do you anticipate needing any additional data to supplement 2021 Census data?*

The WPG anticipates needing additional data on the impact of COVID-19 on migration, women with disabilities, and unpaid care work.

Impact of COVID-19 on migration

Applications for Asylum in the UK dropped significantly following the onset of the COVID-19 pandemic in March 2020 before beginning to trend

⁹ WRDA (February 2020), 'Gender Inequality in Northern Ireland: Where are we in 2020?', *Bold Women Blogging*, (available online): <https://bit.ly/3zS2WEI>

¹⁰ Carers Week (2020), 'Carers Week 2020 Research Report: The rise in the number of unpaid carers during the coronavirus (COVID-19) outbreak', *Making Caring Visible*, <https://bit.ly/3qiOrFQ> p.4.

upwards again from the start of 2021¹¹. Despite the fact that asylum applications are not as high as pre-pandemic levels, boat crossings of the Channel are at an all-time high due to the lack of legal ways to otherwise travel and the compounded implications of Brexit if an asylum seeker has not been able to successfully claim asylum within the EU¹².

The COVID-19 pandemic happened in tandem with Brexit, which has had a significant impact on EU National migrants in Northern Ireland and their family members. Migrant Centre NI found that the COVID-19 pandemic has significant impacts on the EU Settlement Scheme application process for EU National service users, with consular services being inaccessible (especially for those whose nearest consular officer was in Dublin or Scotland/England) in order to obtain necessary documents to apply. The pandemic caused delays in processing times for applications and this was exacerbated by individuals trying to establish their right to work by the significant backlog in processing of National Insurance numbers¹³.

A major consequence of Brexit is that all European nationals arriving in the UK after December 31st, 2020 are no longer eligible to apply for settled or pre-settled status and no longer have any entitlements to employment or to access benefits or other public funds. The No Recourse to Public Funds (NRPF) category was extended to a new population overnight. This means that non-settled EU nationals who arrive in the UK are now more vulnerable to destitution and homelessness¹⁴.

A Memorandum of Understanding was created between the Department of Health, Department for Communities, and NI Housing Executive under the “Everybody In” policy, which provides emergency accommodation for those with No Recourse To Public Funds as a public health measure due to the COVID-19 pandemic¹⁵. The current term of this MOU is set to expire at the end of December 2021.

Impact of COVID-19 on women with disabilities

¹¹ UK Home Office (2021), ‘How Many People Do We Grant Asylum or Protection To’ <https://bit.ly/3E0GOKx>

¹² Euro News (2021), ‘Why Have France-England Migrant Crossings Doubled In A Year’ <https://bit.ly/2Zgp3rn>

¹³ BBC News (2020), ‘Thousands Unable To Get an NI Number Because of Coronavirus’ <https://bbc.in/30TY7hC>

¹⁴ The Joint Council for the Welfare of Immigrants (2021), ‘Migrants With No Recourse To Public Funds’ Experiences of the COVID-19 Pandemic’ <https://bit.ly/30TCH4s>

¹⁵ NI Housing Executive (2020), ‘The Way Home: Homelessness Response to COVID-19’ <https://bit.ly/3xhqX7z>

The WPG would like data on the 'general health and disability' variable and would like to see this data disaggregated by gender to specifically consider the impact of COVID-19 on disabled women.

Impact of COVID-19 on Unpaid Care Work

Research from Carers NI shows that Northern Ireland's carers save the economy £4.6 billion per year¹⁶; whilst unpaid carers across all the UK provide social care worth £57 billion per year¹⁷. Research on the rise of unpaid carers in the UK during COVID-19 highlights that the pandemic has led to an increase of 4.5 million people providing unpaid care; which is an almost 50% increase in the number of unpaid carers since the crisis began¹⁸. Using population projections from research from Carers Week 2020, it can be estimated that there are as many as 312,000 unpaid carers in Northern Ireland.

What women have always known, and what has now been more unavoidable as the world tries to cope with the pandemic, is that care work, which is predominantly undertaken by women and girls, is central to the functions of every economy; yet it is still treated as a private issue and undervalued as a contributor to economies.

Section 2.8: Statistical Output Geography

- *Question 57: Other than the current local government districts, do you have any requirements for census statistical outputs aligned with any other geographies?*

The WPG would like to see an urban/ rural breakdown of census statistical outputs, also disaggregated by gender and other protected characteristics. It is important that we have data on rural communities in Northern Ireland in order to best understand their needs and to inform public policy. The 2021 census showed that 36% of the Northern Ireland population lives rurally, and rural women make up roughly 40% of all women in Northern Ireland. If policy makers are to be able to take account of rural need as per the Rural

¹⁶ Carers NI (2015), 'NI Carers save government £4.6 billion a year', <https://bit.ly/3d88Mbz>; see also: Carers NI (2017) 'State of Caring 2017': <https://bit.ly/3j79KbO>.

¹⁷ Office for National Statistics (2017), 'Unpaid carers provide social care worth £57 billion' (2017): <https://bit.ly/35PpKYI>

¹⁸ Carers Week (2020), 'Carers Week 2020 Research Report: The rise in the number of unpaid carers during the coronavirus (COVID-19) outbreak', *Making Caring Visible*, <https://bit.ly/3qiOrFQ> p.4.

Needs Act¹⁹, they need to have adequate up to date data on what those rural needs are.

Economic Impact on Rural Women

Gender inequality is amplified for women in rural areas due to Access Poverty²⁰. The accessibility of education, training, work and childcare provision and the cost and availability of public transport are factors in determining women's participation; particularly in rural areas²¹. Women in NI remain under-represented in public and political life²² and rural women's participation in public and political life is further hindered by geography and distance from decision making spaces.

Labour intensive businesses, or those that rely heavily upon occupations and skills deemed by governments to be non-essential, are most immediately at risk and a principal source of wider supply chain disruption, everything else being equal. In this regard, two characteristics of rural economies are pertinent. Firstly, rural areas, typically have a population distribution skewed to older people compared to urban areas²³. Older people are more likely to require critical care and/or die as a result of a coronavirus infection^{24[2]}. There are also more older women than men as women have a longer average life span.

Female rural entrepreneurs and women who have undertaken farm diversification initiatives have often done so to fit around their other childcare and caring responsibilities²⁵. Maintaining these businesses while undertaking additional COVID-19 caring roles will be a challenge. There may be gendered effects that will mean differential access to household assets that can be used to buffer the effects of the coronavirus on firms. During Foot and Mouth Disease, male-owned firms were far more likely to draw on unpaid labour of household members, and female-owned businesses were

¹⁹ Rural Needs Act (2016) [Legislation] Available at: <https://www.legislation.gov.uk/nia/2016/19/body/2016-05-09>

²⁰ Tackling Rural Poverty and Social Isolation, DAERA

²¹ Rural Women's Manifesto Rural Women Speak NIRWN June 2015

²² Women and Public Appointments in NI <https://bit.ly/2TlvMxI>

²³ Eurostat. Statistics on Rural Areas in the EU Eurostat; Eurostat: Brussels, Belgium, 2017

²⁴ Wu, Z.; McGoogan, J.M. Characteristics of and Important Lessons from the Coronavirus Disease 2019 (COVID-19) Outbreak in China: Summary of a Report of 72 314 Cases From the Chinese Center for Disease Control and Prevention. JAMA 2020, 323, 1239–1242. [CrossRef] [PubMed]

²⁵ Shortall, S.; Sutherland, L.; McKee, A.; Hopkins, J. Women in Farming and the Agriculture Sector; Scottish Government: Edinburgh, Scotland, 2017.

less likely to use household savings to ease cash flow or to take on additional loans or debts, in order to limit risks to families and households²⁶.

There is currently a high level of anxiety amongst rural women about the impact of lack of and cost of childcare that seems inevitably to include some form of blended learning.

Rural women's mental health

There is no doubt that the COVID-19 pandemic has impacted mental health, as people come to terms with bereavement, social isolation, uncertainty and financial insecurity. It is also well known that early intervention with mental health issues is important as it can help to prevent their escalation. We do not have data on the specific rural mental health impacts yet, however, we do know that rural areas are much less likely to have access to the relevant support at their local GP. Research shows that access to counselling through GPs is a 'postcode lottery', as only 40% of GP Practices across west Tyrone offer in-house counselling compared to 100% in East Antrim²⁷.

Decision-makers do not have the same level of information and evidence regarding rural areas and this makes it harder to come up with solutions. Data to support a Mental Health Strategy in its development and delivery requires high quality data that is both gender-disaggregated and takes account of rural and urban experiences.

Section 3: Any other comments

Comments by the WPG in this section relate to the following questions:

- *Questions 58: Do you have any data or analysis needs related to any of the areas listed below that will not be met and you have not been able to note elsewhere in this consultation?*
- *Question 59: Describe your unmet data needs*

Data required on trans and non-binary communities

We recommend that future surveys by NISRA, including the next census, include a question on Gender allowing responses for non-binary people as well as cis and trans men and women. Currently we have no reliable data on

²⁶ Phillipson, J.; Bennett, K.; Lowe, P.; Raley, M. Adaptive responses and asset strategies: The experience of rural micro-firms and Foot and Mouth Disease. J. Rural Stud. 2004, 20, 227–243. [CrossRef]

²⁷ PPR #123GP map (2020), 'FOI Data Reveals a Postcode Lottery When it Comes to Counselling Through GP Practices', <https://bit.ly/3jyuU37>

the number of trans and non-binary people in NI, which makes identifying need and corresponding service provision difficult.

5. Concluding Remarks

The WPG would like to stress the importance of obtaining gender disaggregated data from the Census Outputs. The current lack of this data directly impacts the work of the WPG and its ability to identify and address issues faced by women in Northern Ireland. The Census Outputs provide a unique opportunity to address this data gap and provide both the women's sector and the public sector with a strong evidence base that will help to identify and address gender inequalities in our society.

For any questions or queries relating to this submission, please contact Rachel Powell, Women's Sector Lobbyist, Women's Resource and Development Agency at: rachel.powell@wrda.net

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