

ANNEX D

ENSURING WOMEN'S VIEWS ARE CONSIDERED

**Bull Point Summary**

There are a number of ways in which Government hopes to increase the voice of women:-

**Public Appointments.** In March 1995 the percentage of public appointments held by women had risen to 31.8%. In DHSS the percentage of appointments held by women stands at 36%. Current figures, by Department, are attached.

**PAFT.** Policy Appraisal and Fair Treatment Guidelines were introduced on 1 January 1994. These guidelines are to ensure that policies and programmes being developed or reviewed do not discriminate against a broad range of social group including women. The first annual report on these guidelines demonstrates that progress has been made. Fuller briefing attached.

In addition there are a number of other points worth noting in relation to encouraging women to play a greater part in society:-

1. **Women in Local Politics.** Recent round of appointments to posts of Mayor/Deputy Mayor have seen an increase in the number of women holding top posts. There are now 5 women mayors and 3 deputies as opposed to one and two respectively in 1994.
2. **Women as Candidates in Local Elections.** Northern Ireland still has the lowest number of women going forward for election to local Government in the UK, with only one women per every five seats available as compared to London where there is on average one women going for almost every seat available. However, it is worth noting that the success rate for women who stand for election in



Northern Ireland is significantly higher than for the rest of the UK.  
Figures attached.

3. Other Initiatives. A number of conferences have been held during the past year. These have shown that women are interested in increasing their participation in politics. Downtown Women's Centre is now running a training course for women interested in entering politics. This initiative is supported financially by the EOC(NI) and MBW.

POLICY APPRAISAL AND FAIR TREATMENT (PAFT)

Bull Points

- Revised Guidelines on Policy Appraisal and Fair Treatment have been issued to all NI Departments and the NIO came into effect from 1 January 1994.
- Guidelines aim to promote fair treatment by ensuring that policies and programmes being developed or reviewed do not discriminate unjustifiably against a broad range of social groups, including people of different gender, married and unmarried people, and people with or without dependants (including pregnant women and those on maternity leave).
- Guidelines apply to all Northern Ireland Government Departments, Next Step Agencies and the NIO. Departments are expected to use all appropriate means to ensure that Non Departmental Public Bodies also comply with PAFT; and to consider practical steps to promote compliance by operators of contracted-out services.
- In drawing up the current Guidelines, the Government consulted with the Standing Advisory Commission on Human Rights, the Fair Employment Commission, the Equal Opportunities Commission, NIC/ICTU and Disability Action. Comments were also received from the Committee on the Administration of Justice and the Northern Ireland Council for Voluntary Action.
- There will be published annual reports on the operation of PAFT. The first of these - in relation to 1994 - was published on 21 July.
- The PAFT initiative demonstrates the Government's commitment to the promotion of equality and equity.



The 1994 annual report demonstrates the progress which has been made in implementing PAFT but we are prepared to learn from experience.

FEMALE REPRESENTATION ON PUBLIC BODIES AS AT MARCH 1995

APPOINTING DEPARTMENT	MEN	WOMEN	TOTAL	PERCENTAGE OF WOMEN	TOTAL NO. OF BODIES APPOINTED	NO. OF BODIES WITHOUT WOMEN
Department of Agriculture (NI)	78	16	94	17.02%	9	3
Department of Economic Development	303	129	432	29.86%	25	3
Department of Education for NI	418	190	608	31.25%	27	6
Department of Finance & Personnel	58	20	78	25.64%	7	1
Department of Health & Social Services	321	185	506	36.56%	32	3
Department of the Environment	241	107	348	30.75%	26	2
Department of Trade & Industry	13	9	22	40.91%	2	0
Northern Ireland Office	108	62	170	36.47%	14	3
	1540	718	2258	31.80%	142	21

Source: Central Appointments Unit 1995



# WOMEN IN POLITICS - LOCAL ELECTIONS

AUTHORITY	SEATS AVAIL	WOMEN CANDIDATES	WOMEN CANDIDATES PER SEAT	WOMEN ELECTED	% WOMEN SUCCESSFUL	% SEATS WON BY WOMEN
<b>ENGLAND AND WALES</b>						
<u>Counties 1993</u>						
England	2,998	2,047	0.7	698	34%	23%
Wales	502	231	0.5	76	33%	15%
<u>London 1994</u>	1,917	1,758	0.9	511	29%	27%
<u>Met Districts 1994</u>	827	686	0.8	188	27%	23%
<u>Shires 1994</u> (England/Wales)	1,774	1,395	0.8	426	31%	24%
<b>SCOTLAND</b>	453	341	0.8	79	23.2%	17.4%
<b>NORTHERN IRELAND*</b>	582	126	0.2	70	55.5%	12%

\*Elected through Proportional Representation

NOTE: 1995 round of appointment posts of Mayor/Chairman and Deputies has resulted in an increase in the number of women elected to top positions. There are now five women elected as Mayor/Chairmen (one in 1994), and three to the deputy positions (two last year).

## ANNEX E

## CHILDCARE

1. Early Years

Early Years Policy Statement forms basis for the future development of services here. Following the Early Years Policy statement published by DENI and DHSS in September 1994 new regional and local liaison and co-ordination structures covering pre-school and after school services for children up to the age of twelve were established. Early Years Committees, with representatives of statutory, voluntary and private interests, in each Health and Social Services Board area will work to identify local needs and develop solutions to meet these. An Inter-Departmental Group of Officials will also ensure coherence across Departments in policy development and any subsequent legislations. A regional consultative forum was also established.

2. Voucher Scheme for Pre-School Education. This scheme was announced in July by Michael Ancram and will commence in 1997. It aims to ensure that all four year olds have access to good quality education. It will be tailored to take count of the distinctive features of Northern Ireland's education system.

Parents of four year olds who are not statutorily required to attend primary school will be entitled to a voucher for pre-school provision to cover the period from the beginning of the term after their fourth birthday until they reach compulsory school age. The voucher can be used for nursery education, reception class provision, private nurseries or playgroups.



Before the scheme is introduced there will be consultation with all interested parties on details of how this initiative will be implemented. Early Years framework will help ensure that system is effectively introduced.

Cost will be £8m a year and will give parents purchasing power as well as extending Government policy of parental choice into pre-school sector.

3. **Out of School Childcare.** Northern Ireland does not have an equivalent to the 'After School and Holiday Childcare' scheme launched by The Department of Employment in GB in December 1992. T&EA has looked at the possibility of introducing a similar scheme in Northern Ireland. A report has been prepared and will be shortly considered after which the future position of this issue should be clearer. More detailed information is attached if required.
4. **Childcare for Women Returners.** T&EA is involved in promoting childcare related to women returners courses. These are funded by ESF under the NOW project which provides for promoters to claim childcare costs. In addition £50,000 is being made available under ERDF for capital costs of creche facilities. Three projects, Action for Women's Employment in Fermanagh, Falls Women's Centre and the Northern Ireland Association for the Care and Resettlement of Offenders benefited recently from ERDF monies. T&EA also supports the provision of creche facilities in a network of 8 women's centres in Belfast's most disadvantaged areas. In addition the Agency provides £75,000 through MBW to Careers 'n' Kids which provides childcare for trainees and training for qualifications in childcare and work. Assistance is also given to the Early Years Regional Assessment Centre in Newry and to over 200 groups providing childcare using ACE workers.



5. Children (NI) Order 1995. This order was made in March 1995 and comes into operation in October 1996 and will give Health & Social Services Boards a statutory responsibility to provide after-school and day care for children 'in need' outside school hours and during holidays and to publish a review of day care provision in their areas once every three years. Boards will also have the authority to provide these services for children who are not 'in need'.

ADDITIONAL BRIEFING ON (3)

OUT OF SCHOOL CHILDCARE

In December 1992, the then Employment Department in GB launched an 'After School and Holiday Childcare' Scheme. The Scheme aims to offer parents and guardians of school-age children the chance to participate more fully in the labour market by improving the quality and quantity of care for children outside school hours.

£45 million has been earmarked for the scheme to 1996 (1997 in England). The Scheme is delivered by Training and Enterprise Councils (TECs) in England and in Scotland by the equivalent LECs. Support and advice has been provided by the Kids Club Network, a GB-wide voluntary sector organisation with expertise in playcare.

The Training and Employment Agency was asked in November 1992 by the Social Steering Group Sub-group on Early Years Provision to look at the possibility of introducing a similar scheme in Northern Ireland.

The Report, which is due to be considered at the next Social Steering Group meeting on 15 September, has two main conclusions:

- (i) There should be a Northern Ireland equivalent of the GB scheme and it should be introduced as soon as possible.
- (ii) There is a lack of coherent policy on childcare and a need for a co-ordinated inter-departmental approach.

There has been considerable public expectation about a Northern Ireland equivalent of the GB scheme and it will need to be catered for by each of the three departments mainly interested, these being DENI, DHSS and DED's T&EA.



DED's interest in the out-of-school initiative is largely confined to the impact that child/playcare, or the lack of it, may have on the ability of people, mainly women, especially in Targeting Social Need (TSN) areas, to participate in the T&EA's training and employment programmes.

The T&EA has commissioned Playboard (a sister organisation of Kid's Club Network) to prepare a possible strategy for implementing an out-of-school scheme in relation to its own programmes and services.

The Playboard project could also help identify appropriate models, delivery mechanisms and the practical implications of implementing a strategy which could have a wider application.

#### **Line To Take**

At present the Out-of-School Childcare Scheme does not extend to Northern Ireland, though officials in the Northern Ireland departments are currently looking at the scope for introducing a similar scheme which would reflect local needs. The T&EA report on After School and Holiday Child Care Needs in Northern Ireland is due to be considered at the next Social Steering Group meeting on 15 September.

The position will be clearer after that date.



## ANNEX F

## EMPLOYMENT AND TRAINING

## Bull Point Summary

1. **Key Statistics:-** Women now make up almost 50% of employees in Northern Ireland and 13% of the self employed.
  - Just over half of all working women in Northern Ireland have dependant children.
  - 39% of women employees work part time but of these women 80% do not want to work full-time. Since early 1993 the number of jobs has grown by almost 20,000, 16,000 of which are part-time. This increase is welcomed by Government and seen as a sign of increased labour market flexibility.
  - Women's average hourly earnings (excluding overtime) are 84.5% of mens. The gap between average weekly earnings is larger at 74.1% because women have, on average, a shorter working week.
2. **Training.** In January 1995 the T&EA set up an Equality Unit tasked to ensure it delivers its commitment to the equality of opportunity and equity of treatment for all who want to access the wide range of training and employment programmes. Key areas of action for the unit for the current year will be the development of a strategy implementing a range of childcare/playcare initiatives to support employment and training and the development of a training strategy for women including women returners. More detailed information on the work of the Agency is attached.
3. **Women and Self Employment.** LEDU is developing a strategy for encouraging more women to become entrepreneurs. It aims to raise awareness and increase the number of new business starts owned



by women. LEDU hope to "make a difference" in a number of ways including, among others:-

- making clear their commitment to positive action to encourage and support women in business;
- developing an appropriate support network for women including the option of a female business counsellor;
- promoting and publicising successful role models; and
- carrying out research to identify the barriers facing women in business.

In addition LEDU is also working on two other initiatives:-

- Women into Business Programme aimed at promoting awareness and encourage more women at the pre-enterprise stage. This scheme only operates in MBW areas; and
- Women's Target Programme operates province-wide also aimed at increasing awareness of self employment.

More detailed information is attached, if required.



## TRAINING

### Background Briefing

#### Steps taken by the T&EA to promote equality of opportunity in Training

##### 1.0 The Equality Unit

- 1.1 The new unit, which was set up in January 1995, reinforces the Agency's commitment to the equality of opportunity and equity of treatment for all people who would wish to access the wide range of training and employment programmes and services which are available directly or indirectly from the T&EA. This is underscored in the 1995 Corporate Plan and in the Operational Plan.
- 1.2 The unit is tasked to ensure that the Agency delivers this commitment on equality of opportunity and equity of treatment. The staff works closely with the FEC and the EOC to ensure that the Agency develops best practice and guidance for staff responsible for delivering the Agency's various programmes and services. The Unit is proactive in promulgating TSN and PAFT within the Agency and works closely with the research and evaluation staff to benchmark the current impact of programmes and services on gender, religion and disability. Action plans to deal with any identified shortcomings are the matter for the responsible Divisions but the unit works closely with them as they develop their agenda.
- 1.3 Key areas of action for the Unit in 1995/96 will include the development of a strategy for implementing a range of childcare/playcare initiatives to support employment and training and the development of a training strategy for women, including women returners, professional updating of skills and childcare



provision. This strategic work will be useful in helping the Unit and the Agency set in context the various initiatives which are presently being pursued.

## **2. Occupational Stereotyping**

The Equality Sub-Group of the Board continues to provide an external view on policies, practices and monitoring procedures. In particular the Sub-Group is strategically addressing a number of key areas, for example, occupational stereotyping.

- 2.1 The prevalence of occupational stereotyping by gender, especially in the Agency's management development and ACE programmes and in the training centres underscores the need to intervene earlier and more effectively to address the problem. An analysis of trainees on YTP and JTP also confirms the persistence of traditional occupations. Acknowledging that occupational stereotyping is a function of a large number of influences and pressures the Agency has adopted a more proactive approach by introducing a number of initiatives aimed at challenging stereotyping and ensuring equality of opportunity in every area of operation including Jobskills, Training Centres and Business Support.