



## TWN GENDER-PROOFING CHECKLIST

TWN is a consultee under the provisions of Section 75 of the Northern Ireland Act 1998, which is to assess the impact of policy on specific groups regarding equality. TWN comments on policy development in the area of equality between men and women, while contributing to consultations in other areas. With regard to gender issues, the following are key points of policy the absence of which indicates a disadvantage to women.

- Women bear the main responsibility for childcare: Any policy that does not include the provision of childcare disadvantages women in terms of participation
- Women bear the main responsibility for other caring roles, such as elder care and care of disabled family members: Any policy that does not include provisions for respite care arrangements or arrangements for temporary care of family members disadvantages women in terms of participation
- Women bear the main responsibility for the care and administration of domestic life: Any policy that does not incorporate some form of flexible working enabling participation that is responsive to personal circumstances disadvantages women
- Men tend to be given priority in the allocation of household resources, including means of transport: Any policy that does not ensure sufficient transport arrangements, particularly in rural areas, excludes women
- Statistics indicate that women constitute the larger proportion of older people in society, the ratio increasing the greater the age: Any policy that disadvantages older people not only constitutes age discrimination, but also gender discrimination
- Many areas of policy development include some form of consultation or advisory body or forum: Any body that does not have a significant proportion of women, with sufficient financial support, does not represent the interests of women
- Consultation processes are often restricted to a policy document available for comment: Any consultation process that does not take steps to sufficiently access the opinions of women does not represent women's views
- Women constitute more than half of the population, which includes constituting more than half of other disadvantaged groups, indicating multiple disadvantage for women in those groups: Any policy or legislation that subsumes the category of 'women' into other categories or generalisations or does not gender-proof each individual group ignores the multiple disadvantages women experience and therefore discriminates against women

For further information, contact:

The Policy and Research Officer  
Training for Women Network  
10b Weavers Court  
Linfield Road  
Belfast BT12 5GL

028 9031 9888  
028 9031 1166 (fax)

[www.twnonline.com](http://www.twnonline.com)  
[info@twnonline.com](mailto:info@twnonline.com)

Dear to whom it may concern,

**RE: EU 2020 STRATEGY CONSULTATION**

Thank you for the invitation to comment on the above named consultation. Training for Women Network (TWN) always welcomes the opportunity to contribute to policy development.

The document is clear, well set out and accessible. The aims of the plan are to be welcomed and it is hoped that implementation incorporating the indicated values can be achieved effectively.

The document discusses the need for a “bold policy response” in order to combat the current economic climate. However TWN believes this can only be achieved if Europe creates women’s provisions in their policies in order to maintain their commitment to UN Security Resolution 1325 and CEDAW. By increasing women in the workplace it allows for a greater pool of talent for employers to chose from than what is available at present and helps to meet one of the document’s aims of “using resources better”. We believe that the expansion of aim (2) in the policy document to include women specifically would help in the achieving of this aim.

Linked with this is the need to address childcare policies as this needs to be addressed in order to allow women into this new ‘flexible economy’ Europe looks to achieve. At present this is not so as EU policies are actually hindering women in Northern Ireland as there is not enough registered childminders in Northern Ireland to meet the demand of places needed in order to comply with the criteria to achieve EU funding. Linked with this is the fact that the Republic of Ireland does not have registered childminders at all meaning that cross border work created through EU funding becomes difficult for the parties involved thus reducing the possible numbers of beneficiaries to these schemes.

Finally, a gender-proofing checklist has been developed by the Policy and Research Sub-Group of the TWN management board, which was devised as a means to respond to all policy consultation processes by presenting policy-makers with a simple, single page list of measures that any policy was required to incorporate in order not to discriminate against women. We have attached this document to this consultation response and hope it is of benefit to you when developing policy.

If you require any further comment, please do not hesitate to contact me.

Yours sincerely,

**JOHN MOONEY**  
Policy and Research Officer  
Training for Women Network Ltd

-----  
Unit 10B, Weavers Court  
Linfield Road  
BELFAST  
BT12 5GH

Tel: 028 90 319888

Fax: 028 90 311166

Web: [www.twnonline.com](http://www.twnonline.com)