



Towards a new National Women's Strategy 2017-2020

Outcomes of the Public Consultation Meetings: December 2016 – January 2017

*“an Ireland where all women
enjoy equality with men
and can achieve their full potential,
while enjoying a safe and fulfilling life”*



Gender Equality Division
Department of Justice and Equality
February 2017

THE CONSULTATION PROCESS

A public consultation was launched on 23 November 2016 by the Tánaiste and Minister for Justice, Frances Fitzgerald, TD, and the Minister of State with special responsibility for Equality, Immigration & Integration, David Stanton TD, and concluded on Tuesday 31 January 2017.

A summary of views expressed by 155 participants at four public consultation meetings held between December and January in Cork, Athlone, Dublin and Sligo is presented in this document.

QUESTIONS FOR CONSULTATION

Views were invited on a consultation document “Towards a new National Women’s Strategy 2017-2020”, which posed the following questions:

- a) what do you think are the issues for women and girls in Ireland that are most important to address over the next four years?
- b) do you agree with the high level objectives proposed below?
- c) what outcomes should we aim to achieve?
- d) what actions could be taken to advance those objectives?

Proposed High-level Objectives

To advance gender equality in the period to 2020, five objectives are proposed as follows:

- ❖ **Advance socio-economic equality for women and girls;**
- ❖ **Improve women’s and girls’ physical and mental health;**
- ❖ **Promote women’s and girls’ equal and active citizenship;**
- ❖ **Advance women in leadership; and**
- ❖ **Embed gender equality in decision-making.**

SUMMARY

I. Issues raised

Socio-economic issues

- Supporting caring roles
 - accessibility and choice in childcare
 - supports for stay-at-home mothers
 - the role of men in caring in the home
- Women in employment
 - Women's labour market participation
 - Work-life balance
 - Women's career development opportunities
 - The gender pay gap and wage transparency
 - Workers from socially excluded groups
 - Au pairs and domestic workers
- Women experiencing particular challenges:
 - Elderly women
 - Deaf women
 - Women in the Traveller community
 - Migrant women
 - Rural women
- Women's opportunities in education
 - Cost
 - Life-long learning
- Women's participation in the community
- Women and poverty
 - Basic income
- Women and transport
- Social benefits and taxation
- Data on gender equality and awareness of gender equality issues
- Access to State services
 - Improvement of Traveller women's relationships with statutory services.

Physical and mental health issues

- Wellbeing
 - Participation in sport
 - Parental leave and caring responsibilities
 - Attitudes and unconscious bias in society, including ageism and tackling sexism
 - Article 41.2 of the Constitution re 'women in the home'
- Access to health care
 - Health services for women from minority groups, including Traveller women and Roma women
 - Elderly women
 - Deaf women
 - Counselling for women in direct provision

- Problems caused by isolation, including rural isolation
- Sick leave
- Advocacy services
- Upper/lower age limits for access to health screening services
- Mental health
 - Mental health in young girls
 - Mental health in education
 - Mental health in prisons
 - Body shaming
- Specific health issues
 - sexual health and education
 - the 8th amendment to the Constitution
 - FGM
 - Addiction
 - Obesity
 - Female cancer
- Maternity issues
 - Breastfeeding
 - Fertility issues
 - Deaf women
- Implementation issues
 - A more coordinated, cross-departmental approach to service provision

Active Citizenship

- Women in politics
- Leadership programmes
- Local community groups
- Women experiencing particular challenges:
 - Rural women
 - Women from minority groups, including Traveller women and Roma women
 - Refugees
 - Migrant women
 - Deaf women
- Women's representation in the media
- Women in religion
- Women in sport
- Representation of women in education
- Cost of citizenship/naturalisation

Women in Leadership

- Tools
 - Quotas
 - Promotion through education
 - Awareness-raising of gender equality issues
 - Work-life balance
 - Women's networking groups
 - Childcare
- Women in politics
- Women in the media

- Women in business leadership
 - Career advancement
 - Gender pay gap
- Gatekeepers
- Groups not represented in leadership
 - Deaf women

NEW high level theme: Eliminating Violence against Women

- Ratification of the Istanbul Convention
- FGM

II. Suggested outcomes and actions under each high-level objective

ISSUES	HIGH-LEVEL OBJECTIVE	Advance socio-economic equality for women and girls
Other suggestions:		Advance socio-economic equality for women and girls including in the workplace
Supporting caring roles	Outcomes	<ul style="list-style-type: none"> Increased take-up of paternity and parental leave by men. Accessible, affordable and high-quality childcare is viewed as a public good and makes it economically feasible for both mothers and fathers to work. Parents, women and men, who chose to care for their children themselves at home are supported. Supports provided for women who carry the burden of unpaid social care and care of the elderly.
	Actions	<ul style="list-style-type: none"> Extend paid paternity leave. Allow new parents extended maternity leave of up to 1 year, with paid parental leave which should be mandatorily shared by both parents. Subsidise universal childcare and address the high cost of private childcare. Review childcare subsidies and taxation measures which favour people who use day care and disadvantage parents who chose to care for children themselves at home. Expand the Community Childcare subvention and increase the number of places provided, to allow more working parents avail of the scheme. Government campaign to promote equal responsibilities of women and men for childcare. Encourage employers to increase availability of flexible working hours for both women and men. Ensure childcare places are culturally appropriate and non-secular. Provide affordable after-school and summer childcare for children of all ages, including in rural areas. Schools to open and close with more flexibility around parental working patterns.
Women in employment	Outcomes	<ul style="list-style-type: none"> Increased female employment rate and increased labour market participation by women, including disaggregation by socially excluded or under-represented groups such as Traveller women, migrant women, rural women, young women, women with young children, older women, and women with disabilities. Improved supports for women returning to work, including for women with disabilities (e.g. deaf women). Increased career development opportunities for women. Reduction in the gender pay gap over the next 4 years with a view to eliminating it over a longer period. Reduction in the gender pension gap.

ISSUES	HIGH-LEVEL OBJECTIVE	Advance socio-economic equality for women and girls
Other suggestions:		Advance socio-economic equality for women and girls including in the workplace
		<ul style="list-style-type: none"> • Greater transparency in pay, and greater enforcement of principle of equal pay for equal work or work of equal value. • Change workplace culture to support work and family life, with family friendly policies to be promoted at all levels of employment, including senior management positions and improved work-life balance for women and men. • Increased protections for workers from socially excluded or under-represented groups, domestic workers and au-pairs. • Care workers are valued, resourced and respected.
Women's opportunities in education & training	Outcomes	<ul style="list-style-type: none"> • Supports to address the cost of education. • Lifelong learning is adequately supported and barriers to participation removed, to facilitate women's full and equal engagement in the education process. • Increased participation of women in life-long learning. • Women not excluded from taking part in educational courses based on their age. • Community education is accessible in terms of content and physical accessibility. • Increased proportion of Traveller females staying in full time education and improved literacy rates among Traveller women and girls.
	Actions	<ul style="list-style-type: none"> • Provide childcare services and rural transport for participants in community education programmes and life-long learning. Make rural transport available for women who must travel to attend courses, with a particular focus on women in isolated rural areas, Traveller women. • Increase the availability to adults of career guidance counselling.

ISSUES	HIGH-LEVEL OBJECTIVE	Advance socio-economic equality for women and girls
Other suggestions:		Advance socio-economic equality for women and girls including in the workplace
		<ul style="list-style-type: none"> • Increased funding for educational and other programmes delivered by community groups and increase communication between Government Departments and such groups. • Encourage women who chose to stay at home to engage in community educational programmes, in order to maintain confidence, upskill regularly and avoid isolation, such as by providing childcare. • Coordinate social services and charity services to avoid duplication and ensure those who need most are reached. • Extend the pre-school education programme. • Teach an understanding of equality issues and barriers in schools. • Revise the school curriculum to bring back basic skills and values, e.g. literacy, home economics, civics. • Embed digital literacy at primary and secondary levels in all schools. • Provide literacy and educational supports for girls and women at all ages, including specific educational courses aimed at older women, such as computer literacy. • The resource hours for Traveller children that were cut in schools should be reinstated. • Increase funding for programmes for deaf people to become Special Needs Assistants in schools. • Provide financial incentives for acquisition of Irish Sign Language (ISL) skills and qualifications by teachers, doctors, nurses, SNAs, police officers, etc. • Encourage meaningful youth participation in advancing gender equality, such as workshops by student unions at college level and outreach to young women in society and the workplace. • Set targets for enhanced female participation in educational disciplines where they are currently under-represented. • Remove upper age limits for education and training courses. • Strengthen the modular process of continuing, higher and further education, to give women greater flexibility and options for layered learning. • Introduce regulations to address the issue whereby asylum seekers cannot advance to 3rd level education due to backlogs in application system. • Clarify the difference between volunteering and unpaid internship, putting time limits on internships to reduce the potential for exploitation. • Establish a non-exploitative internship programme that the State and employers contribute to, with the goal of converting a higher proportion of internships into fulltime employment.

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Women experiencing particular challenges	Outcomes	<ul style="list-style-type: none"> • The statutory services are a trusted environment for Traveller women, with staff trained and sensitive to Traveller-specific issues. • An improvement in access to employment for deaf women. • Better access to the legal system for migrant women.
	Actions	<ul style="list-style-type: none"> • Staff in statutory service provision are trained and sensitive to Traveller-specific issues. • Increase community consciousness of needs of migrant women. Provision of training for migrant women to know their rights. Introduce compulsory English language lessons for direct provision residents. • Increase awareness of tax credits for women involved in farming. • Create an awareness of the Workplace Equipment Adaption grant for special equipment e.g. special fire alarms to eliminate health and safety fears associated with employing deaf people. • Provide funding for sign language interpreters for women with disabilities including in the work environment and in educational settings, to help integrate deaf people. • Increased protection enshrined in law for pensioners.
Poverty	Outcomes	<ul style="list-style-type: none"> • Reduction in the numbers of women and of families headed by women living in poverty and at risk of poverty. • Social welfare system is not a barrier to entering work. • No one should be below the poverty line.
	Actions	<ul style="list-style-type: none"> • Thoroughly investigate the potential of a guaranteed basic income from the State for all, including the self-employed, students, etc. • Address discrimination against young women (under 25s) in the social welfare system. • Priority to be given to homeless women and children in allocation of housing. Increase rent supplement to women headed households, including housing assisted payments to reduce numbers falling into homelessness. Examine how poverty affects women, to prevent women entering into homelessness. Implement the housing strategy. • Improve supports around Elder care and Child care, such as financial aspects and access to carer supports in the home. • Remove disparity between Lone Parents Allowance and Widow's Pension. Review the One Family Parent allowance and amend income thresholds. Examine how transitional payments can be bettered to improve female participation in employment. • Incentivise returning to work on a part time basis. Ensure financial supports for social benefits are not fully removed until employment is substantiated.

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Other suggestions:		Advance socio-economic equality for women and girls including in the workplace
		<ul style="list-style-type: none"> Resource community employment schemes so they are financially worthwhile for women participants. Address differences in redundancy pay for women and men. Address the inequality in taxation and dole.
Transport	Outcomes	<ul style="list-style-type: none"> Greater access to transport for women, particularly in rural areas.
	Actions	-
Social benefits and taxation	Outcomes	<ul style="list-style-type: none"> The impact on women, as well as on men, is explicitly considered and taken into account in all assessments of social benefits and taxation.
	Actions	-

ISSUES	HIGH-LEVEL OBJECTIVE	Improve women's and girls' physical and mental health
Other suggestions:		Advance women's and girls' physical, reproductive and mental health and wellbeing. Advance the health and social status of older women.
Wellbeing	Outcomes	<ul style="list-style-type: none"> Improved health and wellbeing of women and girls generally. All women, regardless of age, feel valued in society and feel they have something to contribute. Cultural and societal attitudes more favourable to women. Increase in the proportion of women and girls actively participating in sport. Greater sharing of parental leave and caring responsibilities between women and men. Change in attitudes in society, including less support for ageism and sexism, and more awareness of unconscious bias.
	Actions	<ul style="list-style-type: none"> Develop programmes to support active parenting. Launch a high profile media campaign to seek to change attitudinal and cultural change in attitudes towards women. Article 41.2 of the Constitution re 'women in the home' is archaic, insulting to women and should be removed. It does not need to be replaced. Remove 'marriage' from the Constitution. Remove the 8th Amendment from the Constitution. Promote an initiative to get men talking about feminism and to review masculinity in society.
Access to healthcare	Outcomes	<ul style="list-style-type: none"> Women from minority or socially excluded groups (including Traveller women, Roma women, elderly women, deaf women, women in rural areas, women in direct provision) experience better access to healthcare. Healthcare problems caused by isolation and rural isolation, are identified and addressed.

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Other suggestions:		Advance women's and girls' physical, reproductive and mental health and wellbeing. Advance the health and social status of older women.
		<ul style="list-style-type: none"> • People requiring caring support have a choice of options in how they are cared for. • An improvement in access to health services for deaf women.
	Actions	<ul style="list-style-type: none"> • Provide counselling for women in direct provision. • Review the upper and lower age limits for access to healthcare and/or health screening services. • Provide advocacy services. • Review sick leave provisions for women in the Civil and Public service. • Create a greater awareness of the issues facing deaf women in hospitals and accessing health care. Provide funding for sign language interpreters. • State services should make greater efforts to reach out to isolated elderly women and retired women and follow up on their circumstances and wellbeing. • Promote healthcare and wellbeing for older women with the same vigour it is promoted for babies and children. Suggest naming it Womancare.
Mental health	Outcomes	<ul style="list-style-type: none"> • Improved mental health services and access to such services for women and girls. • Mental health placed front and centre in girls' development. • Remove the stigma associated with mental health and make asking for help a normal practice.
	Actions	<ul style="list-style-type: none"> • Action to promote positive body image and combat body shaming. It was suggested that mirrors should be removed from schools. Develop a young person-led campaign to challenge stereotypes of young women. • Targeted action to raise awareness of women's and girls' mental health issues – depression, self-harming, eating disorders, anxieties. • Improve young women's access to mental health services. Fund a national unbiased and non-judgemental information resource for under 30's, such as the Spun-Out model - and actively promote it in schools. Provide mental health awareness training for all children from junior infants. Promote mindfulness in schools as part of the daily curriculum. • Provide affordable (free) and accessible national counselling services, with 24hr availability. • Improve resourcing of NGOs (e.g. Simon) to deal with case work for socially excluded people. • Provide alternatives to incarceration for women offenders. Targeted action to improve access to mental health services for women in prison and on release. • Provide a mental health social worker in each county for Travellers and Roma, and screen pregnant Traveller and Roma women for mental health problems.

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Other suggestions:		Advance women's and girls' physical, reproductive and mental health and wellbeing. Advance the health and social status of older women.
		<ul style="list-style-type: none"> • Review law in regard to capacity to consent to treatment, and address forced psychiatric treatment and mental health directives. • Provide more support for post-natal depression, such as the Cork pilot PND support group. • Provide counselling for women in direct provision, where sought. • Review access to the Disability Allowance to ensure non-discrimination for those with mental health difficulties. • Provide supports for older women's mental health including dementia.
Specific health issues	Outcomes	-
	Actions	<ul style="list-style-type: none"> • Increase access to specialised health services for victims of FGM, especially in rural areas. • Action to address women with addiction issues. • Action to reduce incidence of obesity in women and young girls. • Services for cancers mainly affecting women.
Sexual health, relationships and sexuality	Outcomes	-
	Actions	<ul style="list-style-type: none"> • Develop a national education policy and programme on sexual health, relationships and sexuality, directed at parents, children and young people, to include the issue of consent, emotional relationships and shaming, and developed following consultation including with young people. Train teachers in modern teaching methods, independent of the school ethos. • Increase funding to third party service providers of sexual health, relationships and sexuality education. • Provide accessible, friendly, sexual health services for all women. • Provide youth-led spaces for information sharing on issues of sexual health, relationships and sexuality. • Review/repeal of the 8th amendment to the Constitution.
Maternity issues	Outcomes	<ul style="list-style-type: none"> • Increase in breastfeeding rates among Irish women.
	Actions	<ul style="list-style-type: none"> • Supports for women to breastfeed, including in employment. • Address fertility issues and services. • Targeted maternity supports for deaf women.
Implementation issues	Outcomes	<ul style="list-style-type: none"> • A more coordinated, cross-departmental approach to service provision.
	Actions	-

ISSUES	HIGH-LEVEL OBJECTIVE	Promote women's and girls' equal and active citizenship
Other suggestions:		Ensure women's and girls' equal and active, and visible citizenship at all levels. Tackle sexism in society.
Sexism in society	Outcomes	<ul style="list-style-type: none"> • Changed mind set as regards gender equality. • Women's active and often unpaid roles in community activities for the betterment of the community is acknowledged, valued and supported. • A society where equality, respect and dignity are the norm for women.
	Actions	<ul style="list-style-type: none"> • Address negative influences of modern technology (facebook, snapchat, internet, cyber bullying) and the normalising of sexualisation of young girls. • Through schooling and parental influence, teach young people to respect themselves and the opposite sex. • Undertake a public campaign to raise awareness of sexism, gender stereotyping and unconscious bias. • Public consultation meetings should be scheduled at times that are family-friendly.
Women in the community	Outcomes	<ul style="list-style-type: none"> • Greater numbers of women are active in their communities. • Equal access for women to important and respected roles in the community. • Women's community groups have greater status.
	Actions	<ul style="list-style-type: none"> • Sustain guaranteed funding for local women's networks. Provide increased funding for community groups for the wide range of services they need to be able to provide, e.g. therapists, counsellors, interpreters, transport, childcare, and educational programmes, etc. • Encourage solidarity between women's groups to address local issues more effectively, such as resourcing the NWCI or other organisations to build linkages between organisations towards common actions. • Encourage women in leadership roles to speak more about women outside of the workforce. • Encourage meetings to be run at times that facilitate all people and promote work-life balance. • Improve rural public transport so that both older women and younger girls and women from isolated rural communities can access community centres and training programmes. • Include short-term achievable aims targeting rural women in the Rural Strategy. • Take action to remove barriers to women voicing their opinions in the community. (It was felt that men deferred to each other but did not take account of the opinions of their female colleagues or family members.) • Government agencies should coordinate their efforts more effectively and work more with community groups to ensure women – and marginalised and isolated women in particular – are aware of their legal rights and the social services available.
Women experiencing	Outcomes	<ul style="list-style-type: none"> • Greater participation in community activities, and exercise of citizenship rights (voting etc) by women from rural and isolated communities, Traveller and Roma

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particular challenges		<p>women, deaf women and women from migrant backgrounds.</p> <ul style="list-style-type: none"> • Improved integration of refugee women in communities. • An improvement in access to all services for deaf women.
	Actions	<ul style="list-style-type: none"> • Ratification by Ireland of the UN Convention on People with Disabilities. • Introduce legislation recognising ISL as a language. • Create a greater awareness of the issues facing deaf people, and specifically deaf women, in hospitals, police stations, education, employment, the media, and community groups. Provide funding for sign language interpreters to help integrate deaf people. • Recognition of Traveller ethnicity. • Provide interpreters, therapists and other supports to community groups to protect socially excluded or marginalised women, including refugees, asylum seekers, and migrant women, and encourage their participation in community programmes. • End the direct provision system for housing of asylum seekers.
Women in the media	Outcomes	<ul style="list-style-type: none"> • Increased representation of women – and acknowledgement of the diversity of women – in media content, production, and presentation.
	Actions	<ul style="list-style-type: none"> • Promote visibility of women as role models in the media and PR. • Encourage women to be more active as spokespersons in the media. • Introduce further regulation and penalties to avoid degrading depiction of women through social media, publications and TV. • Encourage, including through regulation, the broadcast media to be more deaf-friendly, with increased use of subtitles and ISL.
Women in religion	Outcomes	<ul style="list-style-type: none"> • Women to have an equal role in religion.
	Actions	<ul style="list-style-type: none"> • Address inequality of women in religious organisations and churches.
Women in sport	Outcomes	<ul style="list-style-type: none"> • More females actively involved in sport. • Reduce the numbers of girls dropping out of sport. • Improved media coverage of women's sport.
	Actions	<ul style="list-style-type: none"> • Re-examine model for State funding of sport. Equal funding for women's and girls' sports especially in 2nd and 3rd level education. Funding for other arts besides sport in 2nd and 3rd level education. A higher level of males play sports. • Make PE obligatory in all years of second level education. Promote physical well-being not merely academic achievement. Introduce PE as an examination subject. Recognise alternative exercise options (yoga, fitness, dance). Deliver a programme in the school system that promotes body and soul through life.

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Other suggestions:		Ensure women's and girls' equal and active, and visible citizenship at all levels. Tackle sexism in society.
		<ul style="list-style-type: none"> Encourage girls to stay in sport or alternatives longer than usual age they disengage. Encourage team sports with young women where possible. Address inequality in sports organisations and clubs, particularly in rural Ireland. BAI to be cognisant of gender imbalance in sports broadcast in public sector programming and to redress this in future commissioning rounds. Improve community supports - sport about getting citizens involved, priority too long given to TV sports. Promote the inclusion of women in the local and national governance infrastructure of sporting organisations.
Women in education	Outcomes	<ul style="list-style-type: none"> All young people have the opportunity to become a graduate. Reduction in gender stereotyping in education.
	Actions	<ul style="list-style-type: none"> The curriculum in schools and in teacher training should include teaching of discrimination, and should be reviewed to eliminate gender stereotypes.
Cost of citizenship	Outcomes	<ul style="list-style-type: none"> Cost of naturalisation/citizenship process is not a barrier to women who would otherwise qualify.
	Actions	<ul style="list-style-type: none"> Review costs of naturalisation/citizenship process.

ISSUES	HIGH-LEVEL OBJECTIVE	Advance women in leadership
Other suggestions:		Advance women in leadership at all levels in society Merge with Active Citizenship objective.
Tools	Outcomes	<ul style="list-style-type: none"> Greater female empowerment in decision-making. Girls and young women aspire to leadership. All women's situations recognised and valued by Government.
	Actions	<ul style="list-style-type: none"> Promote women's leadership through education of women and men. Raise awareness of gender equality issues. Take action to improve work-life balance. Support women's networking groups. Provide childcare to enable women to participate in leadership training courses. Ensure flexibility in course delivery to meet the individual needs of the clientele. Revisit actions from 2007-2016 Strategy to promote women's leadership which are not yet implemented. Further research on reasons women are not equally represented in leadership roles, and identification of supports to be established and implemented. Encourage women who are involved in leadership in the community sector to expand into other areas. Establish a central umbrella organisation for female leadership, with funding of strategic leadership programmes to advance women in leadership across all aspects of society.

ISSUES	HIGH-LEVEL OBJECTIVE	Advance women in leadership
Other suggestions:		Advance women in leadership at all levels in society Merge with Active Citizenship objective.
		<ul style="list-style-type: none"> • Establish a young women’s leadership model, such as the young women’s initiative in New York City. • Fund non-school leadership programmes, e.g. scouts and other civic organisations (e.g. from lotto resources) and encourage applications from new groups.
Women in politics	Outcomes	<ul style="list-style-type: none"> • An increase in the number of women in leadership in political roles, particularly in rural areas. • An increase in the number of female politicians in the Oireachtas and local government. • A photograph of the Government with a 50:50 balance of women and men.
	Actions	<ul style="list-style-type: none"> • Examine use of quota systems to increase women’s participation in decision-making and opportunities to exercise leadership roles, including at a local level. • Introduce statutory gender quotas for candidates for the local elections, and a rural development strategy due to the gender divide at local level. • Introduce family-friendly measures for the Oireachtas and Seanad. • Review Seanad election process so that there would be direct elections. • Increase funding for personal development programmes for women, covering confidence, communications skills, debating skills etc., including in community areas. • Provide a ‘leg-up’ for new candidates for political office, including mentoring and money. • Provide funding for training and mentoring initiatives for women seeking to enter politics and public life, including regional programmes for candidates in rural areas. • New regulations introduced aiming to increase the number of women politicians in the Dáil and in local government. • Carry out a gender audit of leadership and supporting roles in political parties.
Women in public decision-making	Outcomes	<ul style="list-style-type: none"> • Gender balance in public-sector decision-making roles, including State boards and local authority and county level.
	Actions	<ul style="list-style-type: none"> • Introduce regulation to increase the representation of women on State Boards. • Introduce quotas and legislation to increase the representation of women in key positions in the public sector. Seek to promote 50:50 gender representation at leadership level in all public service bodies. • Provide appropriate compensation for women in leadership roles, including on State boards. • Continue to maintain funding of the NWCI, to ensure a voice on gender equality is kept at the table.
Women in leadership in education	Outcomes	-
	Actions	<ul style="list-style-type: none"> • From a young age, encourage girls and young women to participate as leaders at school and youth levels, and encourage the teaching of leadership in primary school.

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		<ul style="list-style-type: none"> • Embed gender equality in the primary school education system from a young age, so that young girls and boys have a genuine sense of gender equality. • Publicise the availability of courses in equal and active citizenship. • Implement programmes such as Athena SWAN.
Women in business leadership	Outcomes	<ul style="list-style-type: none"> • Increase in proportion of women in business leadership.
	Actions	<ul style="list-style-type: none"> • Support career advancement of women, including through mentoring programmes. • Action to reduce the gender pay gap, including at leadership level. • Ensure companies which do not enforce gender equality face negative consequences. • Support strategic leadership programmes for women (and men) in business. • Undertake proactive campaigns to get women more involved and more visible in business. • Increase incentives for female entrepreneurship.
Leadership in the community	Outcomes	<ul style="list-style-type: none"> • Change mind sets, including among women themselves – women should be aspiring to leadership roles, and not only volunteering themselves for role of secretary.
	Actions	<ul style="list-style-type: none"> • Identify gatekeepers to leadership roles in the community, and address gender issues.
Groups not represented in leadership	Outcomes	<ul style="list-style-type: none"> • Increased diversity of women at all levels of decision-making, including Traveller and Roma women, and deaf women.
	Actions	<ul style="list-style-type: none"> • Targeted action to increase leadership opportunities for deaf women, including giving consideration to quotas. • Provide funding and resources for training targeting deaf women to build confidence to aspire to and take up leadership roles. Provide one-to-one coaching and mentoring. Start in schools and colleges. • Conduct a survey/research to ascertain the level of participation of deaf women in leadership roles, both within the deaf community and more generally, and to ascertain the reasons for non-participation and identify barriers to be overcome. [Participants stated that any deaf female role models they knew were leaders within the deaf community only and had not progressed outside that arena.]

ISSUES	HIGH-LEVEL OBJECTIVE	Eliminate Violence against Women [NEW]
Other suggestions:		Advance the safety and protection of women from violence. Advance the ending of gender-based violence.
Ratification of the Istanbul Convention	Outcomes	<ul style="list-style-type: none"> • Reduction in incidence of violence against women / Violence against women is eliminated. • A more coordinated approach to services for victims of domestic violence.

ISSUES	HIGH-LEVEL OBJECTIVE	Eliminate Violence against Women [NEW]
Other suggestions:		Advance the safety and protection of women from violence. Advance the ending of gender-based violence.
		<ul style="list-style-type: none"> • Full and effective implementation of the Istanbul Convention. • Access to safe accommodation for the protection of victims of domestic violence. • Specific issues relating to Traveller women are referenced in the Domestic Violence Strategy. • Courts process to be less adversarial for victims of domestic violence.
	Actions	<ul style="list-style-type: none"> • Include action plans to address violence against women have allocations and policies appropriate to the regions, not just Dublin. • Set targets, plans and a steering committee to report on and monitor progress in eliminating violence against women. • Awareness campaigns, partly focused on boys and teenagers. • Ensure the provision of essential domestic violence services are available in all regions. • Establish more refuges. Need to increase the numbers of rape crisis centres and the geographical disparities that exist – also need to address the low levels of funding for supports to NGOs. • Provide childcare supports for women victims of domestic violence. • Place a responsibility on agencies and organisations towards changing systemic attitudes towards domestic violence. Provide training to change attitudes. • Provide training for those who house or shelter victims of domestic violence so they understand the issues involved. • Take action through education and social media to combat domestic violence. • Introduce a specific crime of domestic violence, and monitor incidences. • Strengthen legal protections for victims of domestic violence. • Examine the current position whereby the perpetrator can intimidate the victim of domestic violence by direct questioning in court. • Investigate the possibility of domestic violence and sexual assault cases to be heard in camera. • Discuss the root causes of violence against women and tackle them. • Put proper structures in place for both the victim and perpetrators. • Address difficulties experienced by female victims of domestic violence in getting alternative accommodation where there are registered as a joint owner of the family home.

ISSUES	HIGH-LEVEL OBJECTIVE	Eliminate Violence against Women [NEW]
Other suggestions:		<p>Advance the safety and protection of women from violence.</p> <p>Advance the ending of gender-based violence.</p>
		<ul style="list-style-type: none"> • Ensure the scope of barring orders for members of the Traveller community living in halting site accommodation also specifies barring from the site as well as the home. • Recognise and address the additional barriers faced by Traveller women to access services for victims of domestic violence.
FGM	Outcomes	<ul style="list-style-type: none"> • Greater awareness that FGM is violence and violation of women.
	Actions	<ul style="list-style-type: none"> • A specific reference to FGM to be included in the national women's strategy. • Address FGM explicitly in the strategy on violence against women. • Include FGM as legal grounds for asylum. • Initiate prosecutions for FGM.

ISSUES	HIGH-LEVEL OBJECTIVE	Embed gender equality in decision-making
Monitoring of impact	Outcomes	<ul style="list-style-type: none"> • Increased collection and analysis of data on gender equality and awareness of gender equality issues. • Unconscious bias addressed in political leadership.
	Actions	<ul style="list-style-type: none"> • Collect and analyse data disaggregated by ethnicity and gender in all Government strategies, to allow for proper planning to provide the necessary services in the next four years in a changing population. • Gender proof promotional policies, recruitment decisions, funding decisions - identify barriers where demographics shift from one seniority level to another and make changes to remedy it. • Provide training for all politicians on equality issues.