

## Comments on Research/Analysis

Comments by organisations, groups and individuals listed alphabetically under each of the headings identified as the main issues raised in the responses to the consultation.

**Ad-hoc Women's Policy Group** - Gender disaggregated data must be collected in all areas in order to reflect the multiple identities of women and to provide information for monitoring and further action.

**The Belfast Butterfly Club** - No contact ..with.. The Belfast Butterfly Club prior to the drafting of the Gender Matters document. ...clear that research is needed...

**Children in Northern Ireland (CiNI)** - The document...is extremely weak in identifying gender inequalities experienced by girls and boys. ... there is an absence of gender-disaggregated data in relation to the multiple identities of women and men and girls and boys and it must be an immediate action area.. .. inconsistency in the strategy's commitment to girls and boys... ..there is limited consideration of available data... .. in the absence of such comprehensive data it is impossible to assess the equality issues.. .. recommend that Government refers to the NICCY/QUB research on Children's Rights in Northern Ireland in 2004.. .... advocate that OFMDFM undertake a comprehensive analysis of the girl/boy issues under all of these areas..

**Community Foundation for Northern Ireland** - .... there appears to be a misunderstanding of the structural inequality and how this affects women. ... document lacks any analysis of women's life experiences and fails to acknowledge that there is not 'a level playing field' for men and women ... CFNI recommends that gender disaggregated data needs to be collected and should reflect the multiple identities of women.

**Council for Catholic Maintained Schools** - further suggested that a commitment to research and use of appropriate methods of communication be highlighted. CCMS would support the continuation of research into all of these areas but particularly into:

- The interface between education, training and work for those with no qualifications;
- Further investigation into gendered choices and trajectories and the consequences this has for occupational choices and women's position in the labour market.

**Disability Action** - A positive impact is "anticipated" across all 9 grounds but no research has been undertaken to prove and/or underpin this statement. .. disappointed that the writers made no attempt to disaggregate the data to identify the further discrimination faced by such groups as BME women and disabled women.

**EHSSB** - [Re data/information that should be taken into account S75]: Organisations may be able to provide additional qualitative information. New research will need to be commissioned in some areas.

**Equality Commission for Northern Ireland** - A properly constructed and simplified strategy in which a gendered [or gender based] analysis of key issues had taken place may well show differences between men and women. ...concerned that.... gendered nature of this issue [domestic violence] has not been analysed . [Referring to "Gender Equality Indicators for Northern Ireland: A Discussion Document"] The document however recommends further work to address the relationship of gender with race,

disability age, religion, sexual orientation and socio-economic status - issues that do not appear in the current strategy. [Need for research/analysis]: Clearly it is essential that much more data is collected, that it is gender disaggregated and identifies the multiple disadvantages in relation to race, disability, age, religion, political opinion and sexual orientation.

**Falls Women's Centre/Ionad Mhná Na bhFál** - .. lack of analysis [referring to how structural inequalities play out in the lives of men and women and how in our society these structural inequalities define and limit the different roles of men and women] represents a fundamental flaw within the document...

**Family Planning Association** - ... no analysis undertaken to unearth the essence of gender-based disadvantage or any effort to point out that this particular disadvantage permeates race, class and disability etc.

**INGAGE - Inter-Agency Group** - ... [the document] suggests that there is no underlining structural inequality facing women in Northern Ireland society and that gender inequality affects women and men more or less in equal measure. .. the document appears to lack any substantial analysis of gender inequality within Northern Ireland. ... need to create a level playing field.

**NASUWT** - NASUWT rejects the assumption that the cause of boys' apparent academic underperformance is due to the presence of women teachers; this is in itself a traditional, although outdated, view... investigations need to be carried out into the reasons.. Research should be undertaken into the structure of the curriculum and examinations... Men's participation in teaching must also be examined carefully. A fundamental issue.....is that of the gender bias in entry to the teaching profession.

**NICICTU** - We would welcome a fuller analysis (see Annex 3) of the context of the lives of women and men in society reflecting their multiple identities. Without critical analysis of the social structures that underpin women's unequal position in society, the particular ways that issues such as occupational segregation, pension policies, rural policies etc. impact upon gender inequality can not be effectively addressed. [In relation to Question 23]: International standards and research relating to the intersection of gender with other Section 75 categories e.g. women with disabilities; women and ethnicity etc.

**Northern Ireland Women's Coalition** - ..this draft strategy fails to analyse the significance or the causes of gender inequality in all aspects of life in NI, it fails to set up any measures to bring real equality about and to set any targets which might readily identify and build on success.

**Northern Ireland Women's European Platform (NIWEP)** - ...there is inadequate acknowledgement of women's historical unequal position in society. .... the document lacks analysis of women's unequal position in society.

**Older Women's Network NI (OWN)** - here, there are wide disparities in the conditions that population segments--here, males and females--experience, specifying actual conditions in need of remedy is essential to avoid ambiguity, and to facilitate implementing, monitoring, and accountability. ... regrettable that the authors devote time and many pages of text to addressing gender inequalities in abstract terms at one or more levels removed from actual conditions. ... an opportunity lost to present a systematic analysis that articulates and clarifies the underlying conditions, thus realistically mapping the domain in need of remedy. Articulate, and state actions to address-including obtaining data at an appropriate level of desegregation-the underlying conditions that constitute the universe of gender inequalities, while considering the special circumstances of older women.

**Social Economy Network** - The data referring to the differential between women and men must be laid down as a marker against which to check developments and review the strategy.

**South and East Belfast Trust** - The Trust considers using dedicated research would be an important source of objective information in this area. Its view is that this is critical to achieving an appropriate balance.

**UNISON** - ...is concerned that the failure of the Gender Strategy to undertake a comprehensive analysis of women's inequality .... has led to a lack of measurable targets or actions.

**Wise Men of the East Network** - As it stands it is not an effective way to go forward and requires much greater research of men and fathers and the input from men from disadvantages communities who have been excluded from specific government policies and European initiatives over many years. The statement in 3.15 that 'a significant proportion of the work of the sector is focused on women, children and young people, and is largely done by women' may perhaps require to be informed by more recent survey's of community workers undertaken by the Community Development Foundation plus the work undertaken by local community men's groups. However, the absence of any useful research in the UK means that much of this academic research is informed by American authorities and is more difficult to follow up. In the health service there needs to be greater awareness of men's needs and research into the trade-off for women and children's health.

**Women's Criminal Justice Network** - The Criminal Justice Review, published in March 2000, recommended the development of a strategy for equity monitoring the criminal justice system as it affects categories of people, including by gender (without compromising judicial independence). The first year's complete data should be available in 2007. A scoping study has been commissioned to consider the issues involved in the collection of self-classified data.

**Women's Resource and Development Agency and the Rural Women's Networks** - Gender disaggregated data has not been collected or provided in relation to the impact of age, race, sexual orientation, disability, religious, economic and social status on gender.

**Women's Support Network** - ... question the statistics given in 'Gender Matters'.