



Jeff Ard  
11/11/2004 15:09

To: Paul Naylor/OFMDFM/DFP@DFP  
Subject: SEB Consultation Response

Paul

Another response for logging and scanning.

Jeff

----- Forwarded by Jeff Ard/OFMDFM/DFP on 11/11/2004 03:10 -----

NOV 11 2004  
P.N



"Marilyn Trimble"  
<marilyn.trimble@wrda.net>  
Sent by:  
marilyn-wrda@utvintern  
et.com

To: ivan.millen@ofmdfmi.gov.uk  
CC:  
Subject: Single Equality Bill Consultation Response

11/11/2004 12:12  
Please respond to  
marilyn.trimble

Dear Ivan.

Re Single Equality Bill Consultation

This response is being forwarded on behalf of rural women and specifically the DART Committee. (Dyslexia Awareness Raising Together)

DART are a group of rural women operating throughout Northern Ireland at a strategic level in order to lobby and campaign for amendments in educational policies.

DART would like to express their disappointment that several meetings which were scheduled to be hosted by NICVA/OFMDFM in rural areas during October had to be abandoned.

As a result, rural women who had hoped to attend these events did not get the opportunity to verbally comment and question, as they would have wished.

This specific group would like to take this opportunity to respond briefly to the OFMDFM Consultation Paper: A Single Equality Bill for Northern Ireland and moreover welcome the opportunity to engage in a wide ranging debate on the future structure and content of the Single Equality Bill.

Comment on "other status"

The phrase "and other status" should be included in the list of covered categories to allow for necessary expansion and future adaptation to the legislation.

This would ensure that the Single Equality Bill is brought into line with Article 14 of the ECHR and the Human Rights Act of 1998.

It is essential that an "other status" provision is included in order to ensure that the legislation is inclusive and can be extended to other identifiable

marginalised, socially disadvantaged groups who are not currently mentioned in the provisions to date.

The Good Friday agreement would also support the inclusion of such a clause, given the commitment expressed to "the mutual respect, human rights and the religious liberty of everyone in the community".

In this way the legislation could be developed in response to social needs.

Also, the following requires comment.

The EOC investigated the impact of competitive tendering on women and discovered the following findings from the 20 contracts that they examined.

- the differential in men's and women's weekly wages- 87% of women and 67% of men receiving lower weekly wages.
- contracting out - 37% female job loss as compared to a 2% male gain.
- women adversely affected by the wage decreases on a number of job titles
- women's working hours reduced by 11%. Men's reduced by 5%.

A gender analysis should be conducted. The following issues should be the subject of analysis: pay, hours of work, terms and conditions of employment, benefits and pensions.

Whilst there are major concerns regarding the potential alignment of volunteering within the employment category, the following alternative could be considered:

The Single Equality Bill could mention volunteering - including a full definition, and refer to the fact that volunteers should also be treated fairly and no volunteer should suffer from discrimination. It should be made clear that volunteers are being mentioned in the legislation as a category unique from employees, facilities or goods and services.

DART would like to express their appreciation at being given the opportunity to express these comments.

Contact details: Marian Tracey(acting chairperson of DART)  
Email: marian\_tracey@yahoo.co.uk

This email has been forwarded bt Marilyn Trimble, Rural Women's Policy Worker,  
Women's Resource and Development Agency, Belfast.  
Email: marilyn.trimble@wrda.net

Many thanks for your time Ivan.

Marilyn Trimble.  
WRDA