

Annex A

Cross-Departmental Gender Equality Action Plan for Women, 2008-2011

Annex B

Cross-Departmental Gender Equality Action Plan for Men, 2008-2011

Annex C

Map of GES Key Actions, Strategic Objectives and International Commitments.

CROSS-DEPARTMENTAL GENDER EQUALITY ACTION PLAN FOR WOMEN 2008-2011

(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 1

To achieve better gender disaggregated data collection, analysis and dissemination on all aspects of women's and men's lives, including the impact of structures and systems, and to enhance the systematic application of gender based analysis. This will underpin and inform the integration of a gender perspective in the development of all government policies, processes and programmes, systems and structures. It will also provide the gender analysis which is critical to the development of effective gender action measures to tackle specific gender inequalities.

	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
	Other strategies				
1.1	DFP Equal Opportunities	Gender segregation, composition of the NICS workforce,	Monitoring of the NICS workforce (more actions at 6.8 below) The NICS regularly publishes statistics on the compositional profile of the NICS workforce.	Equitable participation of women and men in the NICS workforce	PSA 7.5 Implementing the gender Equality Strategy, tackling the gender pay gap
1.2	DARD - CAFRE development plans prepared by business development advisers contain information in relation to farm families	Low take up by women on CAFRE's people development programmes As the farming sector in NI is predominately male, men tend to be the main gender taking part in development programmes too.	Information provided in development plans can help direct family farm members, including rural women, to CAFRE's people development programmes. Information gathered relates to family makeup and involvement in the farm business.	To challenge stereotypes and remove prejudice.	PSA 1, 2, 3, 4, 7, 10

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Other strategies				Policy Target
<p>1.3 DARD – SDG: monitoring of applicants for education/training programmes at CAFRE</p> <p>Women in Agriculture</p>	<p>Low rate of women participating in training related to farm diversification.</p>	<p>Information provided through monitoring helps ensure that CAFRE training and development programmes are welcoming, flexible and meet the needs of rural women.</p>	<p>Higher rate of women participating in training related to farm diversification</p>	<p>PSA 1, 2, 3, 4, 7, 10.</p>
<p>1.4 DARD: NI Rural Development Programme 2007-2013</p> <p>The total budget for Axes 1 and 3 of the NIRDP 2007-2013 is £148m.</p> <p>Funded projects will be monitored to assess impact on gender equality.</p> <p>All equality strategies</p>	<p>It is a requirement of Axis 1 and 3 of the NI RDP that the gender of all applicants is recorded. This will provide information to measure the representation for women.</p> <p>In addition, consistent with Section 75 equality of opportunity for beneficiaries is routinely monitored throughout the Programme.</p>	<p>As part of the new RDP, statistics and trends from applications received will be examined and as needed; adjustments made to target women and women's groups to apply for Programme funding.</p> <p>A new Evidence and Innovation Strategy is currently being developed to provide an evidence base for equality and rural proofing in DARD. Subject to Executive agreement, the Strategy will issue for public consultation soon and one of the first underpinning programmes to be developed will be that of rural development.</p>	<p>Better equality outcomes in respect of gender.</p>	<p>PSA 4, 17, PfG Commitment</p>
<p>1.5 All Departments: routine collection and analysis of data on gender of individuals and households. See also</p>	<p>Monitoring and reporting in support of statutory duties.</p>			<p>To collect data which is easily accessible a cross policy areas. To underpin and inform development</p>

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Note 2.

1.6 DARD – NI Rural
Development
Programme 2007-2013

An inadequate evidence base for assessing the equality and rural proofing implications of RDP measures

Specific programmes will be drawn up within the Framework of the DARD Evidence and Innovation Strategy to provide a more robust and up-to-date evidence base for equality and rural proofing in DARD. It will continue to be a requirement of the NI RDP that the gender of all applicants is recorded. This will provide information to measure equality and fair representation for women. In addition, under Section 75, equality of opportunity is routinely monitored throughout the Programme.

As part of the new RDP, statistics and trends from applications received will be examined and as needed adjustments made to target women and women's groups to apply for Programme funding.

and review of policy.
All PSA targets
Better equality
outcomes in respect
of gender.

1. ECNI has consulted on detailed guidance, providing information on data and analysis associated with equality impact screening and assessment and the policy development process:

<http://www.equalityni.org/archive/pdf/EqMonitoringGuidance1206.pdf> (PDF 563.38KB)

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2. The Northern Ireland Statistics and Research Agency (NISRA) provide access to a range of information presented by gender, under the key information area of "Equality".

<http://www.nisra.gov.uk/aboutus/index.html>

3. Working closely with Government Equalities Office and with NISRA, OFMDFM will maintain a strategic overview of relevant developments in relation to the work of the EU Gender Institute with a view to read across of relevant aspects of the Institute's work, including work to ensure the objectivity, comparability and reliability of gender data.

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Objective 2

To ensure the economic security of both men and women and address the gender inequalities which lead to poverty and promote social inclusion, particularly acknowledging women's vulnerability to poverty eg. lone parents, carers, low earners, inadequate pensions.

	Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
2.1	<p>DARD - RDD Anti-Poverty and Social Exclusion Strategy</p> <p>This meets a £10m PfG commitment to address poverty and exclusion in rural areas</p>	<p>Research during the development of this strategy highlighted a range of inequalities experienced by those living in rural areas. In respect of women, the research highlighted issues around lone parents and lack of access to transport thus reducing access to employment and training. Issues around childcare were highlighted as well as issues around exclusion felt by carers. The framework is available on the</p>	<p>Establishment of a range of programmes under the five priority actions have been proposed: - fuel poverty, rural transport, rural childcare - under community development there will be funding for women's groups.</p>	<p>Measures that reduce fuel poverty, increased access to rural transport, improved childcare provision, increasing take up of training and employment opportunities and reduction in feelings of social exclusion through Challenge programmes i.e. addressing issues of mental health and anxiety in rural areas.</p>	<p>Targets will be set after completion of consultations and appraisals</p>

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Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
2.2 DSD – Pensions policy (Additional benefit expenditure will be met out of the National Insurance Fund)	DARD website and details the poverty and exclusion felt by a range of groups in rural areas. Women pensioner poverty - a break in pension contributions, due to caring responsibilities, can adversely affect entitlement	The introduction of a positive parent and carer's credit and the reduction in the number of qualifying years required for a basic State Pension will narrow the pensions gender gap and assist carers, frequently women, to build pension rights. Career breaks will no longer necessarily have a negative effect on pension entitlement. Future uprating of the basic State pension in line with earnings will assist both men and women but may be of particular assistance to women as State Pension represents a larger proportion of their income.	Less financial hardship among women pensioners. Improving the State Pension position of people who have broken or incomplete work records because of caring responsibilities. Future uprating of the basic State pension in line with earnings will ensure the State Pension will maintain its value in relation to earnings. To enable people on	PSA Objective 2 Changes will be implemented in April 2010

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Other strategies				Policy Target
Pensions Act (Northern Ireland) 2008	Non availability of a low cost savings vehicle for those with low to moderate incomes	The introduction of personal accounts will enable men and women to save for their retirement to supplement their state pension. Sharing Pension Protection Fund compensation on divorce or dissolution of a civil partnership will in particular benefit women.	low to moderate incomes to build private pension income to supplement that received from the State. The proposal for Pension Protection Fund compensation sharing will contribute to fair financial settlements in the event of divorce or dissolution of a civil partnership.	PSA 2
2.3 DETI – InvestNI Investing in Women Initiative £180,000 p.a.	Women are under-represented in enterprise	Invest NI is launching a suite of Enterprise development programmes to replace the Start A Business Programme and these will incorporate measures to proactively promote business start up and growth amongst	Personal Accounts will be introduced in 2012 More women will set up and run their own business successfully.	Invest NI Corporate targets 50%of Start A Business Programme set-ups will be women 4200 women will be involved in

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Other strategies				Policy Target
		<p>females in Neighbourhood Renewal areas and throughout NI. Invest NI will also continue to work with the Women's Business Networks to promote female entrepreneurship. Invest NI has launched a pilot programme called 'Booster' to stimulate the growth of existing businesses run by female entrepreneurs and encourage them to explore export opportunities.</p>		<p>entrepreneurial activity each year</p>
2.4 DSD Child Maintenance and Enforcement division	<p>In NI over 90% of lone parents are female. 95% of child support customers are female with care.</p>	<p>Enforcement Campaign launched September 08 is targeted at those parents who are failing to meet their financial responsibilities towards their children.</p> <p>An information and Support Service (ISS) has been made available from July 2008 to help parents make informed choices</p>	<p>The ISS provides impartial guidance and support to help parents make informed choices about child maintenance.</p>	<p>The campaign is intended to make it clear that non-payment of child maintenance adversely affects the child and to encourage those non resident parents who are failing to meet their financial responsibilities to take action.</p>

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Other strategies				Policy Target
2.5 DE	Need for a greater emphasis on developing real world skills and preparing young women for life and work.	<p>about child maintenance.</p> <p>Outreach workers based in Omagh and Antrim hold information seminars for client groups and employers.</p> <p>The curriculum will have greater emphasis on developing real-world skills and on preparing young people for life and work. It includes issues such as Personal Development, Family Life (including roles within the family and parenting) and Independent Living (through Home Economics)</p>	<p>Local support and community interaction.</p> <p>Both boys and girls will have the opportunity to acquire essential work and life skills.</p>	<p>PSA 6 (1)</p> <p>PSA 19 (1)</p> <p>Greater knowledge of real world skills</p>

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2.6 DSD: Social Security Agency Benefit Uptake Programme	Research has shown that not everyone who is entitled to receive Social Security benefits actually makes an application for benefits.	The Social Security Agency delivers a range of services to ensure that people are advised of their potential entitlement to benefits. This includes outreach services. In addition the Agency has delivered benefit uptake programmes since 2005. Working under contract with the advice sector, full benefit assessments are primarily aimed at older people and families, with the balance tending towards more females being contacted than males.	Increase awareness and uptake of social security benefits by those who are eligible.	
2.7 OFMDFM- <i>'Lifetime Opportunities'</i> is an important framework for tackling poverty and social exclusion.	Identification of girls and women who are at greater risk of poverty and social exclusion, including lone parents and older women.	OFMDFM worked with stakeholders to develop (a) A set of recommendations aimed at reducing barriers to Social Inclusion for Lone Parents. (b) A focused approach to address the needs of older people, including the	This work will be taken forward through the implementation of Life Time Opportunities.	PSA 7

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Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
2.8 DEL- Pathways to Work-pilot project for lone parents targeting 10% of lone parents in Northern Ireland. This pilot ended March 2009. An evaluation and a report have been published. http://www.delni.gov.uk/del_final_report_v2_0_2_2_2.pdf (PDF 902.91KB)		appointment of an Older People's Advocate. Most lone parents are women. This initiative is more likely to help women with caring responsibilities access the labour market.	An increase of job entries by lone parents in targeted pilot areas.	
2.9 OFMDFM- Ministerial Sub Committee on Children and Young People	The Ministerial Sub-Committee on Children and Young People identified childcare as a priority and tasked members of its cross-departmental sub group on Child Poverty to undertake an exercise to consider the issues.	A preliminary report was completed in June and the Sub-Committee agreed that an economic appraisal be carried out on a range of strategic options.	This will form the basis of a draft childcare strategy, covering both pre-school and school age children, which will be subject to public consultation. It is hoped an economic appraisal will be completed early in 2010 at which time further decisions will be taken on the way forward.	PSA 7
2.10 DFP-	Differential impact between men and	Introduction of a deferment scheme for pensioners.	A lone pensioner allowance scheme	

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Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
Review of domestic rating system.	women. A much higher proportion of females among the pensioner population, including those aged 70 or over.		provides 20% reduction for pensioners over 70 and living alone	
2.11 OFMDFM to identify appropriate interventions to progress the Programme for Government target to Implement measures to work towards elimination of the gender pay gap (PSA 7.5)	Gender pay gap	Preparatory scoping has been undertaken. A research report on measuring the gender pay gap has been published (April 2009). An occasional paper (comparative study) will be published. Further work to provide recommendations to Ministers will be taken forward during 2009.	PSA 7.5. To introduce measures to work towards the elimination of the Gender Pay Gap.	PSA7.5

NOTES – STRATEGIC OBJECTIVE 2

European Community Strategic Guidelines on the Cohesion Policy in Support of Growth and Jobs, 2007-2013¹ require Member States and regions to pursue the objective of equality between men and women at all stages of the preparation and implementation of programmes and projects. The Guidelines suggest this may be done through specific actions to promote equality or to combat

¹ http://www.dfpni.gov.uk/community_strategic_guidelines_2007-2013.pdf (PDF 1.72MB)

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discrimination, as well as by taking careful account of how other projects and the management of the funds may affect women and men. The United Kingdom's National Strategic Reference Framework² identifies actions which may attract support from 2007-2013 cohesion funds. For Northern Ireland, this includes, under Priority 1 – Helping People into Sustainable Employment: “Innovative approaches to reduce the personal barriers that prevent women from entering employment, non-traditional occupations and self-employment or advancing within the labour market.” The provision of childcare is cited as a “prime example”.

² http://www.dfpni.gov.uk/final_nsrfs.pdf (PDF 774.34KB)

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Objective 3

To achieve equal value for paid work done by women, and promote their equitable participation in the paid and unpaid labour force, including the equitable sharing of work and family and caring responsibilities; promoting work-life balance; and encouraging women's entrepreneurship.

	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
	Other strategies				
3.1	DFP/NICS	Women's unequal participation in the paid labour force	NICS as an employer offers a comprehensive package of flexible working conditions, available to men and women alike.	Equitable sharing of family and caring responsibilities. Better work/life balance	
3.2	DARD/CAFRE — Farm development plans this will be delivered within existing people development programme budgets	Low take up by women on CAFRE's people development programmes. As the farming sector in NI has traditionally been male-oriented, men tend to be the main gender taking part in development programmes	Programmes specifically targeted at women will be organised to meet family needs eg in the mornings when young children are at school. FDPs prepared by business development advisers will contain information in relation to farm families, allowing longitudinal analysis.	In drawing up E-development plans with the farm family, women will be encouraged to be involved and to participate in relevant people development programmes.	PSA 1, 2, 3, 4, 7, 10 By March 2011, to increase by 5% the number of women taking part in CAFRE people development programmes.
3.3	DARD/SDG — monitoring of applicants for education programmes at CAFRE This will be delivered	Low rate of women participating in training related to farm diversification.	Plan and monitor to ensure that CAFRE farm diversification training and development programmes are welcoming, flexible and meet the needs of rural women.	As at (1) above.	PSA 1, 2, 3, 4, 7, 10 By March 2011 to increase by 5% the number of women taking part in CAFRE's farm diversification programmes.

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Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
Other strategies				
within existing diversification programme budgets.				
3.4 DARD/SDG — Reviewed its Admissions Criteria for People Development Programmes offered by CAFRE in 2002 /2003 no additional budget required	This review was initiated to assess if the policy on Admission criteria created differential impacts between any of the Section 75 groupings or had the potential to enhance equality of opportunity between groups,. The review reported unsatisfactory participation rates by women on CAFRE programmes. Contributory factors were accessibility of venues and information. The review also highlighted that gender can sometimes influence study choice; for example more females enrol on equine studies, and more males enrol on agriculture related studies.	The review concluded that across all CAFRE education and training programmes there was no evidence to suggest any <u>significant</u> differential impacts between any of the Section 75 groups. However as expected the review highlighted that from a gender perspective more females enrol on equine studies and more males enrol on agriculture related programmes.	Since the review the rates of women's participation have improved from 37% in 2002 /2003 to 39% in the current academic year..	PSA 1, 2, 3, 4, 7, 10, 16 To continue to monitor student enrolments on a gender basis.

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Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
Other strategies				
3.5 DARD – NI Rural Development Programme 2007-2013	An inadequate evidence base for assessing the equality and rural proofing implications of RDP measures	Specific programmes will be drawn up within the Framework of the DARD Evidence and Innovation Strategy to provide a more robust and up-to-date evidence base for equality and rural proofing in DARD. It will continue to be a requirement of the NI RDP that the gender of all applicants is recorded. This will provide information to measure equality and fair representation for women. In addition, under Section 75, equality of opportunity is routinely monitored throughout the Programme.	As part of the new RDP, statistics and trends from applications received will be examined and as needed adjustments made to target women and women's groups to apply for Programme funding.	All PSA targets Better equality outcomes in respect of gender.
3.6 OFMDFM-Inter Ministerial Sub Group on Child Poverty.	Lack of quality affordable childcare provision is a barrier to women (returning to) training or paid employment. Currently only 1 place per 6.4 children under the age of 4; and fewer than 40,000 registered childcare places for the 310,000 children under 12 years.	Actions are integrated Across Departments : DARD, DE, DHSSPS, OFMDFM, DEL.	To identify a suitable range of policy options on the delivery of childcare provision and work towards the elimination of child poverty.	PSA 7

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	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
	Other strategies				
3.7	DEL Legislative Provision	Work/life balance	Extension of maternity leave. New mothers and adopters are entitled to 52 weeks' maternity leave, 39 weeks of which is paid. New mothers benefit from all of the terms and conditions of their employment throughout maternity leave.	Implement the Equal Treatment Directive through domestic law and policy	
3.8	DFP- Equal pay	It is unacceptable for women to be paid less than their male counterparts for work of equal value. Employers should comply with legislation on equal pay and take action to close any pay gaps.	Equal pay audit currently underway within NICS. Once data has been analysed an equal pay action will be drawn up to eliminate any inequality.	Eliminate any inequality.	
3.9	DFP- Chief Executive' s Forum (CEF) £3100 + vat	Under representation of women in top level positions. (All Departments and public bodies may avail of this training opportunity)	Training programme offered to female grade 7 staff in the department (selection of applicants will be done by CEF- likely to be no more than one person from DFP)	PFG Priority 2, PSA 7 Development of leadership potential and networking skills	

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3.10 DFP-SEUPB Peace III	Peace 111 EQIA estimated that there was a potential for 23% of projects to have a positive differential effect on women.	Women are identified as a potential beneficiary. See also Note 2 to Strategic Objective 2, above. Ongoing annual evaluation will take place on projects, and a Programme Mid-Term Evaluation will take place in 2010. It is expected that Equality Monitoring data will be assessed on an annual basis and that this will highlight any issues in relation to gender imbalances. Appropriate action will then be taken to address any issues that arise.	Funding for projects which improve women's access to employment.	
3.11 DFP-Composition of Peace 111 Monitoring Committee.	Address gender imbalance: less than one third of Monitoring Committee members are female. (The programme period is 2007-13, but the Monitoring Committee will probably function until 2015.)	Gender balance is encouraged; guidance notes advise that male chair should have female deputy. DFP do not believe it is possible to anticipate the turnover in membership, as it will be dependent on members leaving and requiring replacement. NISRA is currently carrying out an equality audit of the Monitoring Committee membership.	More balanced representation.	

³ Updated March 2010

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Other strategies				Policy Target
3.12 DE and DEL – Women's entrepreneurship, particularly in STEM.	There are few women entrepreneurs in the STEM sectors. These sectors have high growth potential and can benefit greatly from the untapped resource of women in business.	Encouraging more women to start their own business, especially in the areas of science, technology, engineering and mathematics (STEM)	<p>The revised curriculum and entitlement framework offer a wider range of subjects to girls.</p> <p>The revised curriculum has a new area of personal development, which covers issues such as relationships, sexuality education, family life, including roles and parenting and independent living will better prepare girls and young women for working life.</p> <p>The curriculum also provides opportunities for entrepreneurial skills to be developed through the Employability element of Learning for Life and Work and for the development of creativity</p> <p>DEL and DE have initiated a review of STEM subjects in schools and Further</p>	<p>Included in the strategy is the implementation of a Stem Careers Action Plan.</p> <p>All children in Post Primary schools to receive curriculum input on learning for life and work.</p> <p>The outcomes of the review, (expected shortly) , will consider progression routes to higher education and employment, including the links to the skills and innovation needs of the wider economy.</p> <p>Through the new curriculum and entitlement framework girls expectations will no longer be limited by gender stereotyping.</p> <p>Their access to skills essential to entrepreneurship will also be improved.</p>

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Other strategies				Policy Target

Education colleges.

3.13 DE

Equitable sharing of work and family and caring responsibilities; promoting work-life balance

Mandatory Relationship and Sexuality Education (RSE).

To provide opportunities for girls to develop the real world skills to support the appropriate management of relationships,

PSA 6 (4)

PSA 8 (5)

To provide opportunities to develop the real world skills to support appropriately managing relationships,

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Objective 4

To improve the health of women and men, including their reproductive health, using gender sensitive decision-making and priority setting, including in relation to research, access to services and delivery of health and social care services.

Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
4.1 DHSSPS- Reproductive Rights	CEDAW have queried, and there is public debate about, access to reproductive services compared to GB.	<p>Following a Judicial Review guidance issued in March 2009 has been withdrawn. However, in order to ensure that Health Professionals are not without guidance, the Department has produced interim guidance, which temporarily omits the sections on Counselling and Conscientious Objection. This interim guidance will be in place until the sections on Counselling and Conscientious Objection are re-drafted and have undergone public consultation and Northern Ireland Executive Committee consideration.</p> <p>The termination of pregnancy remains a matter for the criminal law. As such, any changes to the existing law</p>	Remains a matter of public debate.	Health and well-being of girls, women, men and families

⁴ Text revised April 2010

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Other strategies		would be a matter for the new Minister for Justice to consider. DHSSPS responsibility is to ensure that termination of pregnancy services - which are within the law - are available to all those who meet the legal criteria. ⁴		
4.2 DHSSPS- 5 year tobacco plan	Evidence suggests that more young women smoke than men. Smoking is a major factor contributing to health inequalities.	Media campaign in January 2009 targeted at young women to encourage them to stop smoking. Boards asked to produce action plans detailing how they will increase the number of smoking cessation services available to those living in areas of economic and social deprivation	To reduce the number of young women who smoke	By 2011 reduce by 21% and 27% respectively smoking prevalence among the adult and manual workers populations.
4.3 DHSSPS- New strategic direction for alcohol and drugs (2006- 2011) £200k for information campaign £6 million towards overall	Health consequences of alcohol misuse attributing to health inequalities. Rise in young professional females who drink, leaving themselves at risk of health consequences and anti-social/risk taking behaviour.	Information campaign to raise awareness particularly in relation to the links between alcohol consumption and breast cancer. Development of a leaflet on women, alcohol and pregnancy.	A reduction in the level of alcohol and drug related harm to users.	By 2010:a 5% reduction in the number of adults who binge drink and 10% reduction in the number of young people who get drunk.

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Other strategies				
4.4 DHSSPS- Fit Futures: Focus on Food, Activity and Young People- implementation plan.	Obesity is associated with many illnesses, directly related to increased mortality and lower life expectancy. Obesity levels among P1 girls are greater than boys across all areas. Higher rates of obesity have been found in young women (16-24 years).	Implementation of the Fit Futures plan and development of the Obesity. Prevention Strategic Framework which will adopt the life course approach.	Halt in the rise in obesity by encouraging healthy eating and participation in sport and physical activity.	By 2011 to halt the rise in obesity in children and Young People.
£1.7m				
4.5 DHSSPS – Mental health £54m additional over three years to improve mental health services overall	Mental health issues for women as patients and carers. Some indications of poorer mental health among women; women more likely to have dementia due to higher life expectancy; some specific mental health needs in perinatal period.	Implement the Bamford Action Plan 2009-2011.	Specialist services to ensure services are client centred involving carers and families in service delivery with a cross departmental integrated approach.	PSA 7: Speedier access to mental health and learning disability community services and fewer long stay patients in mental health and learning disability hospitals
4.6 DHSSPS- Northern Health and Social Care Trust. Maternity Services	Access barriers are experienced by different groups of women including women who live in rural communities; those who have physical or learning	To implement a maternity services Strategy for 2009-2014 which includes a range of actions designed to improve the provision of and access to maternity services.	That maternity services are safe and of high quality; that all women and their families have access to a comprehensive range of maternity services which are equitably and	To create the vision for the development of a modernised maternity service which is woman centred.

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
Other strategies				Policy Target
	disabilities, mental or physical health problems, experience domestic violence, misuse drugs or alcohol and women from black and minority ethnic communities.	To target maternity resources to ensure the availability of responsive and appropriate services to reduce inequalities and improve outcomes for women and children.	appropriately resourced; reduce inequalities and improve health outcomes for mothers and babies; working together in partnership with women, to ensure a seamless service and a normal pathway for childbirth; that maternity services ensure a woman- centred(also includes baby approach)	
4.7 DE	Need to develop knowledge and skills to enable informed and responsible decisions about sexual health issues.	Mandatory Relationship and Sexuality Education (RSE).	To provide opportunities for girls to develop the real world skills to support the appropriate management of relationships, including sexual lifestyles.	PSA 6 (4) PSA 8 (5) To provide opportunities to develop the real world skills to support appropriately managing relationships, including sexual lifestyles

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 5

To achieve a gender balance on all government-appointed committees, boards and other relevant official bodies.

	Department/ policy Other strategies	Barrier or Inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
5.1	DARD - NIRDP 2007-2013		<p>As part of the new RDP, statistics and trends from applications received will be examined and as needed adjustments made to target women and women's groups to apply for Programme funding.</p> <p>A new Evidence and Innovation Strategy is currently being developed to provide an evidence base for equality and rural proofing in DARD. Subject to Executive agreement, the Strategy will issue for public consultation soon and one of the first underpinning programmes to be developed will be that of rural development.</p>	Better equality outcomes in respect of gender.	PSA 2,7,17,20,21
5.2	DARD - Management of Livestock & Meat Commission		<p>Notify relevant organisations at times of competition so that they can encourage women members to apply.</p> <p>Similarly target women on Central Appointments list.</p> <p>Continue to encourage applications from women in advertisements.</p>	Increase numbers of women on Board to one by March 2011	PSA 2,7,17,20,21 Better equality outcomes in respect of gender

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy Other strategies	Barrier or Inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
5.3 DARD - Recruitment to the Agri-Food and Biosciences Institute Board. Advertising is estimated to cost £15k. Women are to be targeted in this process. Additional Women's Groups networks will also be used to promote the vacancies. It is anticipated that this will only attract additional costs in terms of staff time.		Notify the Chief Executive's Forum of all forthcoming vacancies so that they can encourage members of their Women's Senior Executive Network to apply; Notify each interested woman on the Central Appointments Unit (CAU) list of forthcoming appointments; include a welcoming statement in advertising and information packs; and telephone those women who request an information pack but fail to submit an application.	Better gender balance on AFBI Board. To recruit at least 2 females in the next recruitment campaign when 6 new members are being sought.	PSA 2,7,17,20,21
5.4 DARD - Management of Fishery Harbours.	Women are under represented on Board of Fishery Harbour Authority. NIFHA Board currently has 6 men and 1 woman.	Notify relevant organisations at times of competition so that they can encourage women members to apply. Similarly target women on Central Appointments list. Continue to encourage applications from women in advertisements.	Increase number of applications from women by 30% by the end of March 2011. Increase numbers of women on Board to 2 by March 2011.	
5.5 DARD: Recruitment to the Agricultural Wages Board	Women are currently underrepresented on the Board. The AWB currently has	Notify relevant organisations at times of competition so that they can encourage women members to apply. Similarly target women on Central	Better gender balance on AWB	PSA 2,7,17,20,21 Will benefit women particularly those with

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Department/ policy Other strategies	Barrier or Inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
	3 posts filled by DARD, 2 men and 1 female.	Appointments list. Continue to encourage applications from women in advertisements.		dependants
5.6 DARD: Appointments to the Drainage Council	Women are currently under-represented on the Council	Continue to encourage women in advertisements and future notices for forthcoming competitions to fill casual vacancies.	Increased representation by at least 2	
5.7 DETI – Actions identified by the Working Group on Diversity in Public Appointments	Low percentage of female representation on DETI Boards. The percentage at present is 20%.	DETI routinely provides details of upcoming opportunities to women's umbrella groups. Feedback is proactively provided in writing to all those sifted out at application stage to encourage them to try again. One to one meetings are offered. Feedback following interview is provided upon request. DETI has taken part in several 'Get on Board' courses run by the Belfast Metropolitan College including one specifically for rural women. The aim is to demystify the application and shortlisting process.	As widely representative a pool of applicants as possible. Equality impacts on women with disabilities, women from minority ethnic groups	
5.8 DE – Strategic Management of Education and Skills Authority (ESA)	The under representation of women.	Wider publicity of Public Appointment vacancies on ESA Board by: - Publicity and advertising. -Including paragraph in advert	Proportionate representation of women on ESA Board. Through an increase	Jan 2010 To achieve gender balance in government appointed posts.

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Department/ policy Other strategies	Barrier or Inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
		welcoming nominations from women. -Issuing information pack to those women's groups on Departments Section 75 list. -Board members will be entitled to claim dependent care allowances (including childcare costs)	in applications for ESA Board appointments from women.	
5.9 DEL- appointment of members of governing bodies of colleges of further education.	To redress gender imbalance	Emphasis placed on gender equality during the appointment process.	As a result the number of women increased from 27% to 32%.	
5.10 OFMDFM - Under-representation of women in public appointments	To support improved representation of women in public appointments	The CAU maintains a register of interest of individuals and organisations interested in public appointments and provides Get on Board participants with information and access to the mailing list.. The CAU also prepares an annual report on public appointments in Northern Ireland.	To provide information on future vacancies. Get on Board is a short training course aimed at people interested in public life.	To increase representation. On average only 29% of the applications received each year for public appointments are from women.
5.11 DOE - Management of Northern Ireland Local Government Superannuation Committee (NILGOSC); Local Government Staff	To address under-representation of women	Include 'welcoming statement' in advertisement. Highlight under-representation of women in documentation issued to nominating bodies. Include 'welcoming statement' in advertisement.	Increase number of applications from women for NILGOSC appointments. Increase numbers of women on Boards by May 2011. Increase number of	PSA 20, 21

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Department/ policy Other strategies	Barrier or Inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
Commission (LGSC).		Notify relevant organisations at times of competition so that they can encourage female candidates to apply.	applications from women for LGSC appointments. Build on the steps taken at the last reconstitution of the LGSC, when the number of female applicants increased.	
5.13 DRD – Public Appointments	Under- representation of women.	<ul style="list-style-type: none"> ▪ Regular consideration of recommendations from the working group on diversity in Public Appointments. ▪ Continue to encourage applications from women in advertisements and by mailshot to women's groups and organisations. ▪ Target women on CAU list. ▪ Monitor applications from women. 	Better gender balance in applications for appointments and on Boards.	

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 6

To ensure the active and equal participation of women and men at all levels of civil society, economy, peace building and government.

	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
	Other strategies				Policy Target
6.1	DARD - SDG CAFRE recently reviewed its Admissions Criteria for People Development Programmes offered by the College in 2002 /03.	This review was initiated to assess if the policy on Admissions criteria created differential impacts between any of the Section 75 groupings or had the potential to enhance equality of opportunity between groups	The review concluded that across all DARD education and training programmes there was no evidence to suggest any significant differential impact on any of the Section 75 groups.	Since the review the rates of women's participation have significantly improved from 37% in 2002/ 03 to 39% in 2008/9 academic year .	PSA 1, 2, 3, 4, 7, 10, 16
6.2	DOE-Local Government Staff Commission's Women in Local Councils Initiative.	Women are currently under-represented at both Councillor and senior official level within local government.	Departmental representative to attend meetings of the LGSC Women's Development Steering Group in an observer capacity. This group drives the LGSC's Women in Local Councils initiative.	Increased Departmental awareness of gender issues within local government.	

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
	Other strategies				Policy Target
6.3	DE – School Workforce Review	At secondary level, women comprise 30.3% of school principals despite 75% of the total teacher workforce being female. (See also reference in men's gender equality action plan.)	The published terms of reference for the School Workforce Review specifically call for consideration of gender balance both among leadership group staff and in the teaching profession generally. 64% of teachers currently in the Professional Qualification for Headship (PQH NI) programme are female and 58% of those who have graduated from the programme are female.	To ensure the active and equal participation of men and women in teaching at all levels.	To achieve gender balance in government appointed posts.
6.4	DSD Women in disadvantaged areas. Budget is £ 1 million over next 3 years. April 2009-March 2012	Barriers to full participation in civil society for women living in disadvantaged areas.	The report 'Women Living in Disadvantaged Communities - Barriers to Participation' published in October 2009 provides an analysis of barriers that make it difficult for women to fulfil their potential or participate fully in society. Funding of a women's Regional Infrastructure organisation to support and strengthen the voice of community based women's organisations delivering frontline services in education /training, childcare and advice to women living in disadvantaged communities.	The report highlights a set of policy recommendations for government departments to consider. Action on these recommendations will help redress persistent areas of inequality for women in disadvantaged areas. Effective liaison with Government on policy matters. Provision of support and policy advice to frontline organisations operating in disadvantaged areas- a key target group for Government policy and action. The enhanced participation of women from disadvantaged areas in community development and regeneration.	PSA 7

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	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
	Other strategies				Policy Target
6.5	DEL- Workable NI- this is a Disablement Advisory Service employment programme. Budget is £5.5 m per annum.	Introduced in November 2006. The male to female ratio is 2.1	Anticipated increase with the introduction of ESA (employment support allowance replacing incapacity benefit). Advisors dealing with this programme will be made aware of gender inequalities. DAS staff to ensure that marketing to employers takes account of the gender inequalities also.	It is anticipated there will be a small increase in female uptake. However participation is voluntary and availability of employers is outside the department.	
6.6	OFMDFM - Gender Equality Strategy 2006-2010. Budget 25k per annum.	Barriers to gender equality.	OFMDFM Gender and Sexual Orientation Equality Unit promotes gender equality across government and more widely, working in partnerships with key stakeholders. A key driver is the Executive's Gender Equality Strategy 2006-2016. Dedicated Equality Practitioners in all Departments have contributed to Cross-departmental Gender Equality Action Plans for 2008-2011, linked to Programme for Government priorities.	Support and promote continuing progress towards full gender equality. Keep alive the debate on gender equality.	PSA 7.5

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	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
	Other strategies				Policy Target
6.7	DFP- Monitoring the composition of the NICS workforce	In the General Service group women are under-represented at senior levels (Grade 5 and above) where 24.1% of staff are female; also in some professional and specialist occupational groups.	Further research to determine the extent of under representation and identify appropriate outreach measures. The planned review will indicate the current figures of representation in the SCS. Female representation has increased steadily from 46% in 2001 to 50% in 2007. Since 2001, representation of females in the NICS has been higher than the corresponding estimates of female representation in the economically active population. NICS will undertake an in-depth review of gender composition of the NICS.	Review will report Autumn 2009. NICS workforce to be an exemplar of diversity, and more reflective of the working age population. As discussed with OFMDFM last year, the most appropriate comparator for the gender review will be identified after taking advice from professional statisticians in NISRA and discussions with the Equality Commission.	
6.8	DSD NIHE - Employment	Management posts at senior level: Level 7: 32 women = 21.8% Total 147 Level 8: 5 women = 18.5% Total 27 Level 9: 9 women = 29% Total 31	The organisation continues to engage with the Development Programme - Opportunity Now in relation to best practice initiatives to promote female participation at senior levels.	The Housing Executive continues to support a number of initiatives aimed at empowering staff, and during the last 12 months has participated in a number of External and Internal Programmes to reduce the imbalance.	

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Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
Other strategies				Policy Target
6.9	OFMDFM- UNSCR1325	(NIHE management stats by Gender Jan 2009)	Contribution of women to conflict resolution and peace building.	Linkages to Gender Equality Strategy to redress representation and participation issues.

NOTE:

The Northern Ireland Human Rights Commission recommends that a Bill of Rights for Northern Ireland should include a provision to ensure that public authorities must take effective measures to facilitate the full and equal participation of women in political and public life, including, where appropriate, the use of temporary special measures.⁵

⁵ A Bill of Rights for Northern Ireland, Human Rights Commission for Northern Ireland, December 2008, Page 89.

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 7 (refer also to objective 9)

To promote and protect the rights of girls and boys by increasing awareness of their different needs and potential to have the same opportunity to live a fulfilled life and to contribute in the same way to shaping a society in accordance with their own ideas.

	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
	Other strategies				
7.1	DE - revised curriculum	Lack of awareness and preparation on lifelong societal issues and opportunities	The revised statutory curriculum provides a common education for both boys and girls. It has a new area of personal development, which covers issues such as relationships and sexuality education, family life, including roles within the family, parenting, and independent living.	Through the implementation of the revised curriculum with its more adaptable nature, girls will become more aware of the opportunities available to them and be less constricted by the stereotypes and preconceptions of previous generations.	PSA 19 (1) PSA 2 (3) PSA3 (1) PSA 6 (1) PSA 8 (5)
7.2	DARD - Financial Assistance for Young Farmers Scheme £4.5 million total budget	A review of the Scheme's first 18 months of operation found that the percentage of male applicants to the Scheme was significantly greater	Subsequent press releases, and publicity photos at events, including the Balmoral Show and RUAS Winter Fair, have been directed at encouraging female applicants to come	Anticipate increase in the number of female applicants. The Department would wish to see the proportion of female applicants at least mirror the average in the relevant age group of the farming population ie 8%.	Deliver the targets set out in the 10yr Strategy for Children

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Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
Other strategies				Policy Target
(not possible to record proportion which covers specific gender action)	than female applicants. The EQIA of the Scheme recognised that the gender imbalance reflected historic cultural and traditional patterns of land transfer from father to son over many generations.	forward. Consideration was given to the introduction of quotas in the event of the Scheme being over-subscribed (which has turned out not to be the case).		
7.3 DEL - Careers information advice and guidance	Need to address occupational stereotypes	Advisers are encouraged to challenge gender stereotypes and provide clients with insight into non traditional roles.	Women will make informed career decisions	
7.4 OFMDFM Sexual Orientation Strategy	Prejudice and discrimination	Framework for mainstreaming and actions across government.	To have a society in which the diversity, equality and human rights of all lesbian, gay and bisexual people and their families are safeguarded, and enabled	PSA 5

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Objective 8

To eliminate gender-based violence in society, including the effective application of existing measures to reduce violence against young men within the overall context of efforts to reduce violence in society generally.

Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
8.1 DHSSPS- tackling violence at home	3 to 4 times more females than males are victims of domestic violence.	Supporting Action Plans will be revised and reported on annually throughout the five year lifespan of the Strategy. Key initiatives include: <ul style="list-style-type: none"> The Women's Aid Federation NI is core funded by the DHSSPS, to provide refuges for the victims of domestic violence. Women's Aid also offers training and awareness raising for victims and those providing services to tackle domestic violence. a media campaign targeting perpetrators of domestic violence. funding for the regional roll-out of Multi Agency Risk Assessment Conferencing (MARAC), a proven initiative which will assist agencies in identifying and helping high risk victims of domestic violence. 	<ul style="list-style-type: none"> To improve services and support for all victims of domestic violence To develop and deliver a high quality, co-ordinated multi-agency response to domestic violence To further increase and develop awareness generally about domestic violence and the measures in place to help the victims To educate children and young people and the wider general public that domestic violence is wrong and is unacceptable and to enable them to make informed choices To hold perpetrators/abusers accountable and provide effective interventions for 	

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Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
8.2 DHSSPS - tackling sexual violence and abuse. Launched June 2008	While physical and sexual violence and abuse are primarily experienced by women, an increasing number of male victims are coming forward.	The 5-year Regional Strategy "Tackling Sexual Violence and Abuse" is supported through interdisciplinary implementation structures. DHSSPS and NIO will lead work to update the sexual violence action plan and promote new sexual offence legislation.	<p>their behaviour.</p> <ul style="list-style-type: none"> - By 2013, to implement an effective, collaborative and cohesive approach to tackling and reducing sexual violence and abuse with a view to: <ul style="list-style-type: none"> • increasing public awareness of the problem; • improving responses for victims from the Criminal Justice System; • providing better support for victims/survivors and their families; and • working with perpetrators to reduce risk and prevent sexual violence and abuse from recurring. - Develop a new sexual assault referral and advice centre (SARC) at Antrim Area Hospital for victims of rape and sexual assault. The SARC will be operational during 2011. 	
8.3 DE	Bullying eg. same sex schools	Bullying for whatever reason is unacceptable and the Anti – Bullying Programme seeks to	All schools have in place an effective approach to tackling all forms of bullying.	As per planned out come. PSA 6 (1)

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Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
8.4 DE Homophobia: Need for guidelines on Lesbian, Gay, Bisexual and Transgender issues for formal education settings	A meeting is to be set up to include DE Equality Commission, Teacher Training College representatives, YouthNet and other voluntary LGBT groups to discuss the development of guidelines/guidance for schools.	address the problem in all its forms. Bullying in the context of a single sex school would come within this work. Greater awareness of barriers encountered by LGBT children and young people.	Pupils are confident that their concerns about bullying will be dealt with in an appropriate and timely manner. Greater awareness of barriers encountered by LGBT children and young people.	All schools have in place an effective approach to tackling all forms of bullying Pupils are confident that their concerns about bullying will be dealt with in an appropriate and timely manner
8.5 DE: Contribution to cross-departmental work to tackle Violence against Women including Domestic Violence	Violence against Women and Children including Domestic Violence	Through the Personal Development aspect of the revised curriculum and the Relationships and Sexual Education content the issue and the risks will be raised with both Boys and Girls. In addition the Partnership Management Board (set up by	To empower future generations to develop healthy relationships and have respect for others Schools will recognise the impact on children of an abusive family setting and	

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Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
8.6 DSD	Violence experienced by women	<p>CCEA and the ELBs) ensures the training of designated teachers for child protection includes awareness of domestic violence and its impact on children.</p> <p>Revised and extended guidance to be issued to schools in the updated Pastoral Care Guidance Circular 99/10.</p> <p>An awareness raising programme for designated teachers for child protection is being piloted from February 2009 to June 2009 in the South Eastern Education and Library Board area in partnership with Women's Aid.</p> <p>The Youth Services Curriculum also tackles these issues through areas such as Health Education, Citizenship and Personal and Social Development.</p> <p>A study on women's experience of violence in disadvantaged communities will be commissioned in June 2009. A final report will be expected by end of financial year 2009/10.</p>	<p>record this in their Child Protection Policy</p> <p>To gather qualitative and quantitative information about women's experience of violence in communities. To explore women's experience e of all types of violence inside and outside the home and their experience of the support which is available</p>	<p>PSA 7 PSA 8 PSA12</p>

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Objective 9 (refer also to action under objective 7)

To ensure women and men, including girls and boys, shall have equal access to education and lifelong learning and opportunities to develop personal ambitions, interests and talents.

	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
	Other strategies				Policy Target
9.1	DARD -SDG CAFRE recently reviewed its Admissions Criteria for potential applicants to the College Lifetime Opportunities	Unsatisfactory participation rates and accessibility of venues and information. This review was initiated to assess if there were any gender inequalities in participation rates on CAFRE programmes.		Since the review the rates of women's participation have improved. The review highlighted that gender can sometimes influence study choice; for example more females enrol on equine studies, and more males enrol on agriculture related studies.	PSA 1, 2, 3, 4, 7, 10, 16
9.2	DE - School Age Mothers £569K	Failure to complete compulsory education, poor educational outcomes and decreased employability Poor start in life for babies.	Programme to support pregnant and parenting young women to complete compulsory education and to remain in education beyond age 16 if they so wish. Delivery of new early years strategy to bring EY care and Education together in a co-ordinated way to support integration of service delivery.	Completion of compulsory education and improved educational outcomes. Improved employment prospects. Improved life chances for baby.	PSA 6,7,8, 10 By 2010 to achieve 30% reduction in rate of birth to mothers under 17

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	Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
9.3	<p>DE: School Improvement</p> <p>Every School a Good School: A Policy for School Improvement'</p> <p>'Every School a Good School: A Strategy for Raising Achievement in Literacy and Numeracy'</p>	<p>Although our school system has very much strength, there are aspects which mask a degree of underperformance. Specific examples include the continued underperformance of socially disadvantaged groups, such as Travellers and Newcomers.</p>	<p>Two important and interlinked strategies, one concerned with school improvement; the other raising achievement in literacy and numeracy. Both of these will contribute to the achievement of the DE PSA s</p>	<p>Both of these policies are aimed at ensuring every child, irrespective of their background, race, gender or religion, is enabled to fulfil their potential at every stage of their development. To this end, a key policy priority is maintaining a particular focus on tackling the barriers to learning that many young people face and supporting an ethos of aspiration and high achievement for all pupils.</p>	<p>PSA 6 (1)</p> <p>PSA 10 (2)</p> <p>PSA 19 (1)</p> <p>PSA 19 (2)</p> <p>PSA 19 (3)</p>
9.4	<p>DE : Curriculum And Assessment</p>	<p>Teaching and assessment style not always suited to both boys and girls learning needs</p>	<p>CCEA has issued guidance to teachers on gender issues, including teaching strategies that benefit girls including most recently, Gifted and Talented Pupils.</p> <p>Advice includes ensuring girls have leadership roles and are routinely part of traditional 'male' activities.</p> <p>Schools are also advised to monitor their resources to ensure girls get an equal share.</p> <p>The initiatives Science, Technology,</p>	<p>Reduce and remove gender bias in teaching and learning</p> <p>The revised curriculum is designed to be more relevant for young people, engaging them in their education and motivating them to learn.</p> <p>The Entitlement Framework will be more relevant and motivational for pupils, and encourage young people to stay in education after age 16.</p>	<p>PSA 2</p>

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Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
9.5 DE – Youth Strategy 2005-2008	Gender remains a key determinant in shaping young people's experiences and in reinforcing socio-economic inequalities and uneven power relations. Studies of young people have identified distinctive issues and needs which relate to being either a young male or a young female with the implications for youth work being that a gender-equal approach is not always viable.	<p>Engineering and Maths (Stem) and Women in Science and Engineering encourage girls to choose careers in the fields of science, engineering and technology, which may have traditionally been seen as male occupations.</p> <p>The Entitlement Framework will provide access to courses from Key Stage 4 which will be more relevant and motivational for pupils, to encourage young people to stay in education after age 16.</p> <p>Youth workers are trained and encouraged to provide opportunities and use approaches which challenge traditional gender-specific roles.</p> <p>They are also charged to challenge any oppression or discomfort young women may feel from the presence of gender stereotypes.</p> <p>Furthermore, youth workers where appropriate, support young women to broaden their beyond pre-conceived limits imposed by those</p>	<p>Young women will broaden their expectations beyond pre-conceived limits imposed by those who maintain gender stereotypes.</p> <p>Young women will be better able to critically examine and challenge stereotypes.</p>	<p>PSA 6 (1)</p> <p>To actively promote an inclusive society.</p> <p>To ensure men and women including girls and boys have access to education and lifelong learning.</p>

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	Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
	Other strategies				Policy Target
9.6	DEL-Training for Success. Provision for apprenticeship and technical training. £150k for the 2008/2009 financial year.	Greater percentage of male as opposed to female participants. 74% Men and 26% women in January 2008.	who maintain gender stereotypes. Expectations. The Department is addressing this issue through its 'Make it Happen' advertising campaign, specifically targeting female participants.	It is anticipated that the current gap in uptake of this provision between men and women will be reduced, with a higher uptake by female participants. This will result in improved opportunities for women to achieve professional and technical qualifications and develop more appropriate skills for the local economy, thereby improving their employment prospects.	PSA 2 target to improve the skills of the workforce.
9.7	DCAL- Maintain develop and promote angling facilities	Participation in angling is male dominated (NISRA survey 2007).	To promote angling for women and support women's angling groups.	Incremental increase in permit sales to women.	
9.8	DCAL - The Northern Ireland Strategy for Sport and Physical Recreation 2007-2017 £33.7m resource and £112.3m capital to implement the draft strategy for sport.	To address the underrepresentation of women and girls in sport and physical activity by increasing the number of women and girls participating in regular sport and physical activity.	The appointment of 18 Development Officers with a remit for increasing women and girls participation in sport and physical activity. The implementation of the Sport Northern Ireland Active Communities Programme targeting 50% female participants from	The delivery of increased opportunities for women and girls to develop and sustain their involvement in sport.	PSA 9 By 2018, 6% increase over 2011 numbers of women who regularly participate in sport and physical

CROSS-DEPARTMENTAL GENDER EQUALITY ACTION PLAN FOR WOMEN 2008-2011

(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
		<p>overall programme participants.</p> <p>Develop a terms of reference for the Women's Parity Alliance which may assist in the recruitment of members to establish the alliance. Members of the alliance may also be members of the Strategic Implementation Groups with their proposed remit of monitoring the progress of the draft Northern Ireland Strategy for Sport and Physical Recreation 2009-19.</p> <p>Develop the working relationship with Sports Institute Northern Ireland and governing bodies of sport to ensure the inclusion of the appropriate level of female athletes within the Institute.</p> <p>Ensure all other relevant posts funded through Sport NI Investing in Performance Sport Programme include targets for women and girls sport within their individual work programmes from 2009.</p> <p>Organisations funded through the Sport NI Sport in Our Community are encouraged to establish specific</p>		recreation.

CROSS-DEPARTMENTAL GENDER EQUALITY ACTION PLAN FOR WOMEN 2008-2011

(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

	Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
9.9	DEL/DE - Careers advice and guidance	Unnecessarily gender-specific subject and career choices, particularly under-representation of girls in STEM subjects and associated careers.	<p>activities targeting delivery for women and girls.</p> <p>The strategy will ensure that all learners take ownership of their own career planning and commitment to lifelong learning.</p> <p>It will raise the focus and importance of CEAIG to all age groups and gender; enhance the relevance of</p> <p>Careers education in schools; impress on female learners that careers are not necessarily gender specific; raise the profile of STEM in schools; and very importantly will increase all learners interaction with the world of work including visits, presentations, and placements to highlight the relevance of all taught subjects to future pathways - Employment/FE/HE.</p>	<p>Challenging gender stereotypes, particularly in STEM subject.</p> <p>Increased uptake of STEM subjects by girls.</p> <p>Achieve equal value for paid work and equitable participation in unpaid work</p>	PSA 2
9.10	DCAL: Arts Council for Northern Ireland: <i>Write on the Edge</i> and <i>Artists in Residence Programme</i> for women in creative writing,	Women are under-represented in these fields in the arts.	To tackle under-representation of women in the arts.	Increase numbers of women participating in these programmes.	PSA 9

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
Other strategies				Policy Target
textiles and visual arts.				
9.11 DEL- an integrated NI Regional Strategy for <i>Widening Participation in HE.</i>	Widened participation of increased under-represented groups in higher education.		To ensure women and men, including girls and boys, shall have equal access to education and lifelong learning	
9.12 DE	Gender Stereotyping	The revised statutory curriculum provides a common education for both boys and girls, as of right, but with greater flexibility for schools to tailor their teaching to meet individual needs including those specific to gender. It has a new area of Personal Development, which covers issues such as Relationships & Sexuality Education (RSE), Family Life (including roles within the family and parenting) and Independent Living (through Home Economics).	<p>A more relevant and engaging curriculum to better prepare young people for life and work and raise standards.</p> <p>The revised curriculum provides greater opportunities for young people to develop the skills they need to be confident self starters with greater opportunities to explore how their skills and interests can relate to the world of lifelong learning and work irrespective of gender or gender stereotypes.</p> <p>Through the new curriculum young people will also explore: equitable sharing of work, family and caring responsibilities; promoting work life balance and gender equality through the area of</p>	PSA 2 (3) PSA 19 (1)

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
Other strategies				Policy Target

Personal Development, thus countering gender stereotyping.

CROSS-DEPARTMENTAL GENDER EQUALITY ACTION PLAN FOR MEN 2008-2011

(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 1

To achieve better gender disaggregated data collection, analysis and dissemination on all aspects of women's and men's lives, including the impact of structures and systems, and to enhance the systematic application of gender based analysis. This will underpin and inform the integration of a gender perspective in the development of all government policies, processes and programmes, systems and structures, It will also provide the gender analysis which is critical to the development of effective gender action measures to tackle specific gender inequalities.

Department/ policy; budget	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
Other strategies				Policy Target
1.1 OFMDFM - Better gender disaggregated data collection, analysis and dissemination. Better gender based analysis.		Integrating a gender perspective into government policies, processes and programmes.	Monitor the implementation of the gender equality strategy.	Update baseline picture. Report against this in mid-term review.

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 2

To ensure the economic security of both men and women and address the gender inequalities which lead to poverty and promote social inclusion, particularly acknowledging women's vulnerability to poverty eg. lone parents, carers, low earners, inadequate pensions.

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
2.1 DE	Need for a greater emphasis on developing real world skills and preparing for life and work.	The curriculum will have greater emphasis on developing real-world skills and on preparing young people for life and work. It includes issues such as Personal Development, Family Life (including roles within the family and parenting) and Independent Living (through Home Economics) See also actions under Objectives 7 and 9.	Both boys and girls will have the opportunity to acquire essential work and life skills.	PSA 6 (1) PSA 19 (1) Greater knowledge of real world skills

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 3

To achieve equal value for paid work done by women, and promote their equitable participation on the paid and unpaid labour force, including the equitable sharing of work and family and caring responsibilities; promoting work-life balance; and encouraging women's entrepreneurship.

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
3.1 DEL - Paternity Leave There is a need to provide men with greater flexibility in relation to working hours and caring roles.	Paternity leave Men disproportionately do not take on caring roles and work longer hours	Both men and women have the right to request flexible working in respect of a child up to six years of age (or up to 18 if the child is disabled). The right also applies if the man or woman has a caring responsibility for an adult relative or an adult living with them. The right to request is shortly to be reviewed and may be extended to cover wider groups	To give men additional choice in balancing work and family responsibilities	
3.2 DFP-Central Personnel Group	That measures are put in place to encourage men, too, to avail of work-life balance opportunities and that, in the first instance, this more inclusive model is made available to staff within government departments.	The NICS offers a wide range of work life balance policies to enable <u>all</u> staff to achieve a better balance between work and outside life. These opportunities are available to men and women alike, subject to business need.		
3.3 HMRC	A new right to Additional	Encouraging sharing of family	APL&P will enable fathers	Better work life

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy; budget	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target
Other strategies				Policy Target
	<p>Paternity Leave and Pay (APL&P) will be administered by HMRC on a UK-wide basis.</p> <p>Single men are excluded from the tax credit system</p>	responsibilities.	<p>of newborn or adopted children to take a portion of 'unused' pay and leave where the child's mother returns to work before her maternity pay/leave has come to an end.</p>	balance.
3.4 DE - RSE	<p>Need to develop knowledge and skills to enable informed and responsible decisions about relationships including the equitable sharing of work and family and caring responsibilities; promoting work-life balance.</p>	Relationship and Sexual Education.	<p>To provide opportunities to develop the real world skills to support appropriately managing relationships,</p>	<p>PSA 6 (4)</p> <p>PSA 8 (5)</p> <p>To provide opportunities to develop the real world skills to support appropriately managing relationships, including sexual lifestyles</p>

CROSS-DEPARTMENTAL GENDER EQUALITY ACTION PLAN FOR MEN 2008-2011

(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 4

To improve the health of women and men, including their reproductive health, using gender sensitive decision-making and priority setting, including in relation to research, access to services and delivery of health and social care services.

Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
4.1 DHSSPS Suicide Prevention Strategy	Young males are 3 to 4 times more likely to take their own lives than females.	<p>Roll out suicide prevention helpline</p> <p>To consider expanding self-harm mentoring and work with those at risk (specifically young males) to improve life and coping skills.</p> <p>Re-run the media public information campaign which is specifically targeted at young males.</p> <p>Consider proposals to develop an all Ireland Men's Mental Health Forum.</p>	Reduction in the high incidence of suicide by young males.	PSA target: By 2011 achieve at least a 15% reduction in the average crude suicide rate
4.2 DHSSPS- New strategic direction for alcohol and drugs (2006- 2011)	<p>Health consequences of alcohol misuse attributing to health inequalities.</p> <p>Rise in young professional females who drink, leaving themselves exposed and vulnerable to</p>	Poster campaign to raise awareness.	<p>A reduction in the level of alcohol and drug related harm to users.</p> <p>Accessible and effective treatment and support for users.</p>	

CROSS-DEPARTMENTAL GENDER EQUALITY ACTION PLAN FOR MEN 2008-2011

(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
4.3 DHSSPS -Investing for Health Strategy	attack. In 2006, the average male and average female in Northern Ireland had a life expectancy of 76.2 and 81.0 years respectively.	Promotion of healthier lifestyles including smoking cessation and measures to tackle obesity and physical inactivity particularly among children. Deliver community based health programmes within the 10% most disadvantaged areas.	Improvements in health and wellbeing and better access to enhanced primary and community services	By 2012 increase the life expectancy by 2 and 3 years for women and men respectively
4.4 DHSSPS Tackling Sexual Violence and Abuse - A Regional Strategy 2008 – 2013 £2.1m.	Male victims of sexual abuse often remain unrecognised and unsupported.	The development of a Sexual Assault Referral Centre (SARC) will be established in Northern Ireland at Antrim Area Hospital for both male and female victims of Rape and serious sexual assault . Victims can receive forensic, medical and other support services.	Operational during 2011	
4.5 DE Curriculum	Need to develop knowledge and skills to enable informed and responsible decisions about sexual health issues.	Mandatory Relationship and Sexuality Education (RSE).	To provide opportunities for boys to develop the real world skills to support the appropriate management of relationships, including sexual lifestyles.	PSA 6 (4) PSA 8 (5) To provide opportunities to develop the real world skills to support appropriately managing relationships, including

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
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sexual lifestyles.

NOTE – OBJECTIVE 4:

OFMdFM research into the well- established linkage between disadvantage and mortality shows the ASMR for unemployed and economically inactive males are hugely elevated compared to their female counterparts.

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 6

To ensure the active and equal participation of women and men at all levels of civil society, economy, peace building and government.

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
6.1 DE	Gender imbalance in the teaching profession -more male primary school teachers needed as role models	DE continues to monitor the composition of the teaching profession. Providers of Initial Teacher Education (ITE) courses have been asked to draw attention to the under representation of males within their Access Agreements (particularly in the primary sector) and to review recruitment procedures.	Redress gender imbalance. Higher Education Institutes have sought to encourage males to apply for ITE courses through a range of actions, including: Ensuring males are well represented in publicity materials for courses. Targeting all-male schools and male groups in mixed schools for careers talks. Meeting regularly with careers teachers and senior staff to seek their help in encouraging males to apply for ITE courses.	PSA 6 (1) Reducing the gender imbalance.

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 7 (refer also to objective 9)

To promote and protect the rights of girls and boys by increasing awareness of their different needs and potential to have the same opportunity to live a fulfilled life and to contribute in the same way to shaping a society in accordance with their own ideas.

	Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
7.1	DEL - Careers information, advice and guidance	Need to address occupational stereotypes	Careers advisers are encouraged in their initial training and through continuous professional development to challenge gender stereotypes and to give clients a real understanding of the pay, rewards and challenges of occupations, particularly those not traditionally taken up by their gender.	Men will make informed career decisions	
7.2	DE - revised curriculum	Lack of awareness and preparation on lifelong societal issues and opportunities.	The revised statutory curriculum provides a common education for both boys and girls. It has a new area of personal development, which covers issues such as relationships and sexuality education, family life, including roles within the family, parenting, and independent living.	To identify more effective ways to promote the value of education amongst low achieving males and suggest ways in which school could be promoted as a more positive learning experience.	PSA 6 (1) Deliver the targets set out in the 10yr Strategy for Children
7.3	DOE - Road safety	Media campaigns and supporting initiatives to address the most at risk on NI roads. Men make up ¾ of those	To change the attitudes and behaviour of those road users (males 17-24) most at risk of being killed and seriously injured on NI roads thereby reducing the number of road deaths and	To reduce road casualties.	

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
	<p>killed on NI roads with ¼ of the total number of deaths relating to young males 17-24 years old.</p> <p>Over 90% of deaths and serious injuries are attributable to inattention, speed and alcohol/drugs. Therefore, in order to reduce the casualties, we need to change driver behaviour within this group.</p> <p>The campaigns mostly target young males, with supporting initiatives which include Xbox Live advertising, the "Well Done" leaflet and Facebook activity</p>	serious injuries.		

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 8

To eliminate gender-based violence in society, including the effective application of existing measures to reduce violence against young men within the overall context of efforts to reduce violence in society generally.

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
8.1 DE £167k	Bullying eg same sex schools	DE's position is that bullying for whatever reason is unacceptable and the Anti-bullying Programme seeks to address the problem in all its forms. Bullying in the context of a single sex school would come within this work.	All schools have in place an effective approach to tackling all forms of bullying Pupils are confident that their concerns about bullying will be dealt with in an appropriate and timely manner	PSA 6 To ensure All schools have in place an effective approach to tackling all forms of bullying
8.2 DHSSPS Tackling Violence at Home: A strategy for addressing domestic violence and abuse in Northern Ireland	Services and support need to be sensitive to the needs of male victims.	Project funding provided to the Men's Advisory Project to carry out research into domestic violence against men and to examine the services available to male victims. Equality screening will be carried in any review of the strategy.	The DHSSPS will consider the findings and recommendations which emerge from the research and respond accordingly.	
8.3 DE	Domestic Violence	Through the Personal Development aspect of the revised curriculum and the Relationships and Sexual Education content the issue and the risks	To empower future generations to develop healthy relationships and	

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
		<p>will be raised with both Boys and Girls. In addition the Partnership Management Board (set up by CCEA and the ELBs) ensures the training of designated teachers for child protection are aware of domestic violence and its impact on children.</p> <p>Revised and extended guidance to be issued to schools in the updated Pastoral Care Guidance circular 99/10.</p> <p>The Youth services curriculum also tackles these issues through areas such as Health Education, Citizenship and Personal & Social Development.</p>	<p>have respect for others.</p> <p>Schools will recognise the impact on children of an abusive family setting and record this in their Child Protection Policy.</p>	
8.4 DE	Homophobia: Need for guidelines on Lesbian, Gay, Bisexual and Transgender issues for formal education settings	A meeting is to be set up to include DE Equality Commission, Teacher Training College representatives, YouthNet and other voluntary LGBT groups to discuss the development of guidelines/guidance for schools.	Greater awareness of barriers encountered by LGBT children and young people.	PSA 6(1) 10(1)
8.5 DOE	Security from Crime	Take account of these principles in preparing schemes and further advice can be obtained from the Police Architectural Liaison Service.	The design of new developments should seek to provide a feeling of security and a sense of vitality in all parts of the layout.	

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Objective 9 (refer also to objective 7)

To ensure women and men, including girls and boys, shall have equal access to education and lifelong learning and opportunities to develop personal ambitions, interests and talents.

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
9.1 DE – Youth Strategy 2005-2008	Gender remains a key determinant in shaping young people's experiences and in reinforcing socioeconomic inequalities and uneven power relations. Studies of young people have identified distinctive issues and needs which relate to being either a young male or a young female, with the implications for youth work being that a gender-equal approach is not always viable.	Youth workers are trained and encouraged to provide opportunities and use approaches which challenge traditional gender specific roles. They are also charged to challenge any oppression or discomfort young women may feel from the presence of gender stereotypes.	To ensure men and women including girls and boys have equal access to education and life long learning	PSA 6 (1) To actively promote an inclusive society,
9.2 DE	There is a 12% gap between the performance of boys and girls obtaining 5+ GCSEs at A*-C (girls obtained 69%; boys achieved 57%) Other examples include the continued underperformance of	The Every School a Good School initiative. Every School a Good School: A Policy for School Improvement' 'Every School a Good School: A	Two important and interlinked strategies, one concerned with school improvement; the other raising achievement in literacy and numeracy. By 2011 there is a target of	

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
9.3 DE	socially disadvantaged groups, such as Travellers and Protestant working class boys. 895 of 1408 male Catholic leavers with FSME and 519 of the 655 male Protestant leavers with FSME did not achieve 5+GCSE s at A-C	Strategy for Raising Achievement in Literacy and Numeracy'	90% of school leavers achieving GCSE A* -G (or equivalent) in English and Maths. By 2011 there is also a target of 68% of students gaining at least a Level 2 qualification (5+ GCSE at A*-C) in English and Maths by the time they leave school.	PSA 10 PSA 19 The revised curriculum is designed to be more relevant for young people, engaging them in their education and motivating them to learn. The Entitlement Framework will provide access to courses from key stage 4 which will be more relevant and motivational for pupils and encourage young people to stay in education after age 16.
	Curriculum And Assessment	Teaching style and continual assessment not always suited to boys' learning needs	The revised curriculum will be free from gender bias and teachers have been encouraged to use approaches that encourage all learning styles. CCEA has published guidance – 'Focus on Boys' Guidance on Improving Attainment, Particularly in Literacy with recommended teaching strategies that benefit boys.	

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
9.4 DE - revised curriculum	Need for a greater emphasis on developing real world skills and preparing young people for life and work.	The revised curriculum will have a greater emphasis on developing real-world skills and on preparing young people for life and work. It includes Personal Development, which covers issues such as Relationships & Development, which covers issues such as Relationships & Sexuality education (RSE), Family Life (including roles within the family and parenting) and Independent Living (through Home Economics) Sexuality education (RSE), Family Life (including roles within the family and parenting) and Independent Living (through Home Economics).	Both boys and girls will be required to cover all areas of the revised curriculum and will have equality of opportunity to learn about these life skills.	
9.5 DE	Mental, emotional and physical wellbeing and academic underachievement amongst young males. Including how experience of violence affects education and learning, relationships, family	DE has part funded (along with the NIO) a 5 year longitudinal study looking at the development of masculinity, violence, educational issues and quality of life of young males aged 11 to 16 The study is being carried out by	To identify more effective ways to promote the value of education amongst low achieving males and suggest ways in which school could be promoted as a more positive learning	PSA 10 (2) PSA 19 (2) PSA 19 (3) DE will consider the findings and recommendations which emerge from the study and respond accordingly.

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy; budget Other strategies	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
	life, employment and leisure	the University of Ulster and is currently in year 3.	experience. To increase understanding of the role of young men and the issues they face in regard to experiences of violence as victims and perpetrators.	
9.6 DE - SEN and Inclusion	Barriers to learning	Policy proposals issued for public consultation 'Every School a Good School: The Way Forward for Special Educational Needs (SEN) and Inclusion' from 10 August 2009 to 30 November 2009 (extended from 31 October 2009.)	To identify possible learning difficulties or barriers to learning of all children and young people.	PSA 10(3) To identify possible learning difficulties or barriers to learning of all children and young people.
9.7 DE	Gender Stereotyping	The revised statutory curriculum provides a common education for both boys and girls, as of right, but with greater flexibility for schools to tailor their teaching to meet individual needs including those specific to gender. It has a	A more relevant and engaging curriculum to better prepare young people for life and work and raise standards. The revised curriculum	PSA 2 (3) PSA 19 (1)

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(Departments' actions and targets to address gender inequalities mapped against the objectives of the Gender Equality Strategy for Northern Ireland 2006-2016.)

Department/ policy; budget	Barrier or inequality	Mainstreaming or Gender Action	Planned Outcome	PSA Target Policy Target
Other strategies		new area of Personal Development, which covers issues such as Relationships & Sexuality Education (RSE) Family Life (including roles within the family and parenting) and Independent Living through Home Economics.	provides greater opportunities for young people to develop the skills they need to be confident self starters with greater opportunities to explore how their skills and interests can relate to the world of lifelong learning and work irrespective of gender or gender stereotypes.	
			Through the new curriculum young people will also explore: equitable sharing of work, family and caring responsibilities; promoting work life balance and gender equality through the area of Personal Development, thus countering gender stereotyping.	

ANNEX C

GES KEY ACTIONS, STRATEGIC OBJECTIVES AND INTERNATIONAL COMMITMENTS

KEY ACTION AREA	INTERNATIONAL COMMITMENTS	STRATEGIC OBJECTIVE (SUMMARISED FORM)
Childcare/caring role	Beijing Areas 1-12 CEDAW Articles 13, 15, 16	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve equal value for paid work and equitable participation in unpaid work ▪ To actively promote an inclusive society
Health and Well being	Beijing Areas 1, 2, 3, 4, 8, 11 CEDAW Article 12	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To increase the health of women and men ▪ To reduce violence ▪ To promote and protect the rights of girls and boys
Representation in public life/decision making	Beijing Areas 7, 8, 10, 11 CEDAW Article 7	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve gender balance on all Government appointed committees, boards and other relevant official bodies ▪ To actively promote an inclusive society ▪ To ensure the participation of women and men in all levels of peace building, civil society, economy and government
Education and life long learning	Beijing Areas 1, 2, 3, 8 CEDAW Article 10	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To ensure women and men, including girls and boys shall have equal access to education and life long learning ▪ To achieve equal value for paid work and equitable participation in unpaid work
Access to Employment	Beijing Areas 1, 2, 3, 4, 6, 7, 8, CEDAW Articles 4, 11, 14	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve equal value for paid work and equitable participation in unpaid work ▪ To ensure women and men, including girls and boys shall have equal access to education and life long learning
Gender Pay Gap	Beijing Areas 1, 2, 6, 7, 8, 9, 10, 11, 12 CEDAW Articles 11, 13	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve equal value for paid work and equitable participation in unpaid work ▪ To achieve gender balance in government appointed posts ▪ To actively promote an inclusive society ▪ To promote and protect the rights of girls and boys

<p>Work-life balance</p>	<p>Beijing Areas 2, 6, 8 CEDAW Articles 5, 11, 16</p>	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve equal value for paid work and equitable participation in unpaid work ▪ To achieve gender balance in government appointed posts ▪ To actively promote an inclusive society
<p>Stereotype and prejudice linked to women and men's gender</p>	<p>Beijing Areas 2, 3, 4, 5, 6, 7, 9, 10, 11, 12 CEDAW Article 2, 3, 5</p>	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve equal value for paid work and equitable participation in unpaid work ▪ To achieve gender balance in government appointed posts ▪ To ensure active participation of women and men in peace building, civil society, economy and government ▪ To promote and protect the rights of girls and boys ▪ To reduce violence in society ▪ To actively promote an inclusive society ▪ To ensure women and men, including girls and boys shall have equal access to education and life long learning
<p>Peace building</p>	<p>Beijing Areas 4, 5, 9 UN Security Council Resolution 1325 – Women Peace and Security</p>	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve gender balance in government appointed posts ▪ To ensure the active participation of women and men in peace building, civil society, economy and government ▪ To achieve equal value for paid work and equitable participation in unpaid work
<p>Poverty</p>	<p>Beijing Areas 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 CEDAW Articles 11, 13, 14</p>	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve equal value for paid work and equitable participation in unpaid work ▪ To increase the health of men and women ▪ To achieve gender balance in government appointed posts ▪ To ensure the active participation of women and men in peace building, civil society, economy and government ▪ To promote the rights of girls and boys ▪ To actively promote an inclusive society ▪ To promote and protect the rights of girls and boys ▪ To ensure women and men, including girls and boys shall have equal access to education and life long learning

<p>Gender Related Violence – domestic violence, sexual abuse, victims, survivors, violent crime</p>	<p>Beijing Areas 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12 CEDAW Articles 2, 3</p>	<ul style="list-style-type: none"> ▪ To achieve better collection and dissemination of data ▪ To achieve equal value for paid work and equitable participation in unpaid work ▪ To increase the health of women and men ▪ To achieve gender balance in government appointed posts ▪ To ensure the active participation of women and men in peace building, civil society, economy and government ▪ To promote and protect the rights of girls and boys ▪ To reduce violence in society ▪ To actively promote an inclusive society <p>To ensure women and men, including girls and boys shall have equal access to education and life long learning.</p>
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