

Stepping out as Equals

FERMANAGH GENDER EQUALITY BASELINE STUDY



Fermanagh Women's Network
Promoting Equality for Women

ACKNOWLEDGEMENTS

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The Fermanagh Women's Network welcomes wide use of this Study, but please always cite the source clearly, and acknowledge the author, Marie Crawley.

February 2005

Report researched and written by Marie Crawley.

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FOREWORD



I welcome the opportunity to say a few words in this foreword of what is a seminal document for Gender Equality, not just in Fermanagh, but throughout Northern Ireland. I remember well the establishment of the Fermanagh Women's Network (FVN) in 1992 and welcomed its formation to support women's development in Co Fermanagh. I worked in the Council, as Head of the Development Division at that time, and welcomed the initiative as a rightful recognition of the richness and wealth of voluntary activity that made women in Fermanagh the backbone of the rural community. The success of the network is evidenced in the growth of these groups from 4 in 1992 to 28 today in 2005. The network is to be congratulated on acting as the supporting survival mechanism for all these groups by enhancing the richness and variety of their work. Furthermore, the network plays a key role in looking at and addressing the fundamental issues that impact on women in general, both at home and in the workplace, ensuring that women are given their place as equal partners in developing a society in which we all want to live.

In particular I welcome this study which creates a baseline from which we can accurately measure the progress that is made and is possible. Secondly, I welcome the recognition of the need for good evidence and information to help advise on the right priorities on which to focus. In 2005 surely it is not too much to expect that the ultimate goal the forthcoming Strategy sets out to achieve, namely the "creation of a society where women and men are equal in every respect, political, economic, social and cultural" is achievable.

There are exemplars of good practice such as the Fermanagh Shadow Youth Council which has an excellent representation of young women and men, but they are still too rare. The evidence overall throughout the public sector is not good. Women are nowhere near taking up the 50% representation that would reflect the statistics in the general population. The question to be asked therefore is why and what are the barriers to preventing women from taking up these roles? These are many and varied - everything from geography, access, childcare, financial affordability to more difficult issues of confidence and capacity. Women bring a lot of value, knowledge and experience to any decision-making table. They perform the predominantly caring role in a rural community such as Fermanagh and they fundamentally underpin our community life as a whole. I am very conscious that it is over 10 years since I wrote some very similar sentiments and on the one hand I am delighted some progress has been made but also disappointed that more women haven't been able to come out from behind the "kitchen" table to rightly take their place at the forefront of community and public life, and out of the shadows into the spotlight.

Our future depends on equal and full participation of women and it is a challenge as much for those women who have the ability and the courage to rise to the challenge as those who can influence the barriers.

I wish Fermanagh Women's Network continuing success in its endeavours to support women by building capacity through important initiatives such as this Baseline Strategy which will lead to a policy for gender equality in Fermanagh and I trust public bodies and statutory organisations will rise to the challenge for the benefit of every man, woman and child in the county and further afield.

MRS. AIDEEN MCGINLEY

Permanent Secretary of the Department of Culture, Arts & Leisure

GENDER EQUALITY BASELINE STUDY

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SETTING THE SCENE

Fermanagh

County Fermanagh is the most westerly of the six Northern counties. It covers 13% of the physical area of Northern Ireland (NI), with 10% of the county covered by Loch Erne and related waterways. It is a mainly rural area with a low population density¹; .31% compared with an NI average of 1.19%.

The population of Fermanagh is 57,527 which is 3.4% of the population of the North. 50.09% of the population are men and 49.91% are women².

Fermanagh Women's Network

The Fermanagh Women's Network (FWN) was formed in 1992 with the overall aim of supporting women's development in Co. Fermanagh. It worked in a solely voluntary capacity for three years, during which time it conducted a social audit to determine the needs of women in the county, ran a women's community based education programme, produced newsletters and prepared for the employment of Development staff. This, it saw as being critical to supporting the development of new women's groups. Staff were appointed in 1995 (one Development Officer and one Administration Secretary).

Since then, it has supported the development of women's groups in the county from 4 to 28. These groups include community based groups, a group for women with disabilities, two older women's groups and a group for women from ethnic minorities. It also provides developmental support to some Women's Institutes.

FWN has represented the needs and interests of women's groups and the wider gender equality agenda on and with a wide range of agencies and organisations, both on a regional and county wide basis. It has a policy agenda which is focused on promoting equality for women and the inclusion of women in rural development and has striven for a strategic and policy led approach to this.

In 2002 FWN celebrated a decade of work by employing an independent consultant to evaluate the work of the Network. Participants in the research indicated that despite the enormous progress made by the FWN at a community level, the advancement of the position of women in the county had not progressed in any significant way during the lifetime of the Network.

As a result of this finding, the Network in devising a strategic plan for the period 2004-2007 developed an aim 'to lead on the development and implementation of a Gender Equality Strategy in Co. Fermanagh (within a promotion of equality for women framework).'

The Fermanagh Gender Equality Strategy

According to its strategic plan, the Fermanagh Women's Network will assume a lead role in the development of a Gender Equality Strategy for the county. In so doing, the initial task will be to identify other agencies and organisations in Fermanagh who have an interest in, and commitment to, gender equality. It is anticipated that representatives of these agencies will form a 'design team' which will be the lead body for the design & subsequent implementation of the strategy. The Fermanagh Women's Network does not see the promotion of equality for women as being women's responsibility. Rather, it is the responsibility of society as a whole to ensure that all citizens are afforded an opportunity to realise their full potential. This principle underpins its aim on the development and implementation of the Gender Equality Strategy.

As with all planning processes, the availability of accurate information on the starting point will be key to ensuring that the strategy focuses on the greatest areas of need. It will also ensure that targets and goals identified in the Strategy are realistic and achievable. This is where the Baseline Study comes in.

¹ Number of persons per hectare

² Census statistics (2001). Source; Northern Ireland Statistics website: www.nisra.gov.uk. Crown copyright material is reproduced with the permission of the Controller of HMSO.

Introduction to the Report

This Baseline Study has been produced to provide information on the position of women and men in Co. Fermanagh in decision making, employment, the community and voluntary sector and other key agencies. Conducting a baseline study is an important first step in the process of developing a gender equality strategy. It facilitates the identification of priority areas for action and enables organisations to set targets for change.

As a first step, it is not intended to be a definitive study on all groups, committees, community life and areas of employment in the county, rather it provides us with a broad baseline from which to begin. It is likely that some areas will require more in-depth analysis to provide a fuller picture.

As with all statistical information, the data provided in this report represents a moment in time and as such, is subject to change.

The report begins by setting the context to gender equality work. Section one presents an understanding of gender equality work and the need for it. It outlines possible approaches to gender equality work and sets the policy and legislative context within which the Fermanagh Women's Network operates.

Section two presents the findings of the Baseline Study. It outlines where men and women in Fermanagh are placed in terms of:

- **Political representation**
- **Education**
- **Health and Social Services**
- **The voluntary, community and local development sectors**
- **Employment , economic development and unions**

This section also provides information on childcare places in the county. Section three draws conclusions from the report's key findings.

Section 1 **WHY A GENDER EQUALITY STRATEGY?**

1.1 **WHAT IS GENDER EQUALITY?**

Gender equality means that women and men have equal conditions for realising their full human potential, enjoying civil rights and for contributing to, and benefiting from, economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and the differences of men and women, and the roles they play.³

Essentially, gender equality is about women and men having the right, and conditions, to play an equal role in society. Women's 'place' in society – determined by the roles and status of women – is a result of socially constructed beliefs and attitudes. Gender inequality results from a legacy of women's subordination over the centuries, a legacy which leads to continued discrimination, be that intentional or otherwise. Working towards equality for women therefore must include a commitment to identifying and removing discrimination, both direct and indirect. Gender equality work recognises that there are fundamental problems in the social, cultural and political structures of society which must be changed if equality between women and men is to be realised.

For example, a recent University of Ulster study examined whether domestic responsibilities and childcare are more equally shared now that an increasing number of women participate in the labour market. The results conclude that women continue to carry out the bulk of domestic responsibilities. The average number of hours of domestic work for men was 5.92 compared to 17.15 for women. In other words, women in NI continue to provide more than 70% of all household and caring work. These findings are consistent with other research which shows that traditional gender roles within the home are resistant to change when women have taken on additional responsibilities outside it.⁴ As a result, women are placed with the double burden of working outside the home while carrying out the bulk of domestic and caring responsibilities within it. Therein lies the inequity.

While these inequalities continue to exist in the private sphere, inequalities between women and men will continue to exist in the public, economic, cultural and political spheres.

1.2 **WHY FOCUS ON GENDER EQUALITY?**

There are a number of reasons why, in a modern democracy, this situation is no longer tenable;⁵

- Gender equality is a basic right in any fundamental notion of social justice and human and civil rights
- The equal representation of women and men is a pre-requisite to true participation in democratic structures. In its absence, the needs and priorities of one section of the population continue to be 'represented' by another (consider in a North of Ireland context, the extent to which the current levels of political representation⁶ would be unacceptable if the men/women statistics were instead Unionist/Nationalist or vice versa)
- Gender balance on decision making bodies leads to the introduction of forgotten and/or new issues on the policy agenda. It can also result in the presentation of different perspectives on existing issues and policies.

1.3 **ADDRESSING GENDER INEQUALITY**

The achievement of gender equality requires at a minimum two separate approaches:

- A gender mainstreaming strategy aimed at ensuring that all policies and practices have equally beneficial effects on women and men; and
- a positive action strategy, which recognises that women and men are not equal because of socially constructed roles, and which aims to address inequalities at this level.

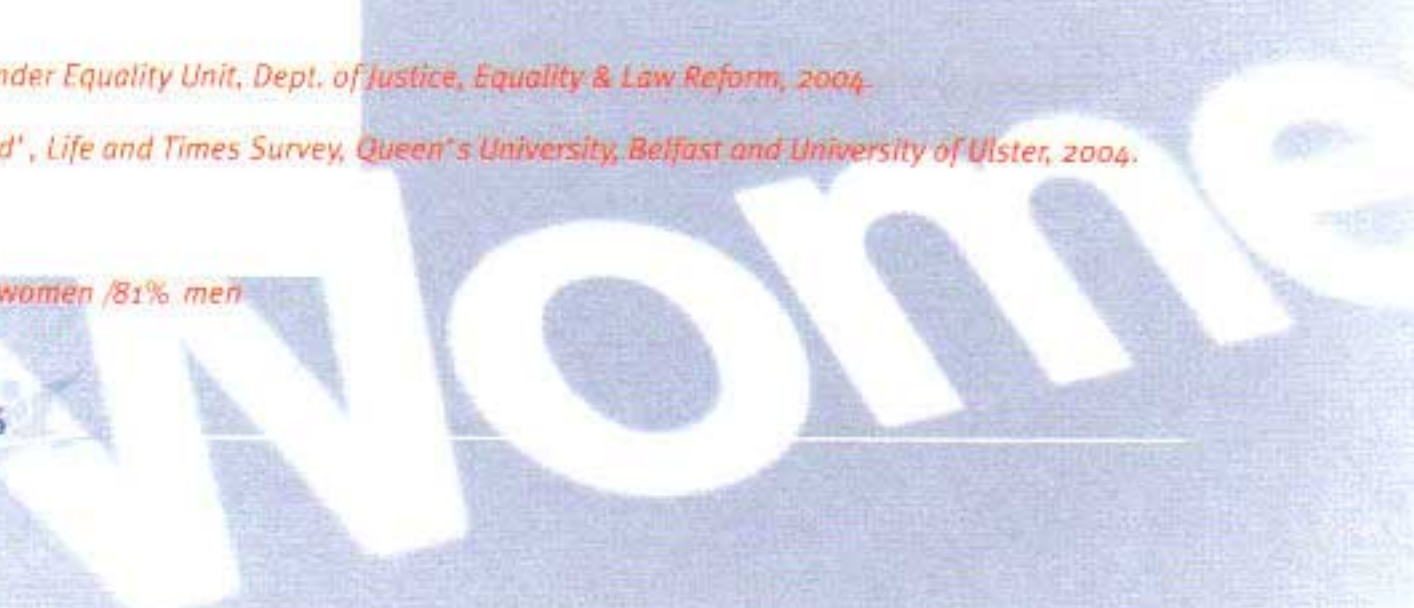
The adoption of one of these approaches in isolation will not achieve gender equality.

³Crawley M & O' Meara L, 'Developing and Implementing a Gender Equality Policy', NDP Gender Equality Unit, Dept. of Justice, Equality & Law Reform, 2004.

⁴Gray, A.M. & Robinson, G, 'What women want? Women and Gender Roles in Northern Ireland', Life and Times Survey, Queen's University, Belfast and University of Ulster, 2004.

⁵Adapted from the 'European Women's Lobbying Kit', European Women's Lobby, 2003

⁶For example, 17% women/83% men in the N.I. Assembly, local council representation 19% women /81% men



Gender Mainstreaming

Gender Mainstreaming involves the incorporation of gender considerations into all policies, programmes, practices and decision-making so that at every stage of development and implementation, an analysis is made of the effects on women and men, and appropriate action taken⁷.

In other words, it is an approach which attempts to ensure that all policy and action areas, from economic development to agriculture, to arts and culture, benefit women and men equitably.

Gender mainstreaming in itself does not transform gender relations, nor does it necessarily undo traditional roles and attitudes. It does however take into account the different roles and experiences of women and men and ensures that these do not lead to discrimination (either direct or indirect) against women or men. It is based on an understanding that in many policy areas women and men will need to be treated differently in order to benefit equitably from outcomes. Effective mainstreaming ensures that different gender roles do not militate against either sex. In the absence of mainstreaming, the implementation of policies often re-enforces and supports women's unequal status. To be effective, gender mainstreaming strategies must be honest in their approach to gender roles and differences and be pro-active in responding to them. Allocation of financial resources and investment in the collection of gender disaggregated data and information are essential for effective mainstreaming.

Affirmative/Positive Actions

Affirmative/Positive Actions are measures targeted at a particular group (in this case, women) and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures.⁸

Affirmative/positive actions are based on a recognition that the starting point for women and men is not an equal one. In particular, as referred to above, the unequal share of responsibility assumed by women for caring and domestic responsibilities has significant implications for women in terms of their ability to realise their full potential. Affirmative/ positive actions are also essential where there is an imbalance in power or under-representation of women in decision making. Put simply, affirmative actions are a necessary part of a gender equality strategy because women are disadvantaged and under-represented.

Summary

Both approaches are therefore essential. While one works at a deeper level to address structural inequalities embedded in society, the other works at a level which recognises that in the meantime, the roles of women and men must not lead to the creation of further inequalities. Both approaches mutually re-enforce each other and together constitute an effective response to gender inequality.

The ultimate goal in gender equality work is the creation of a society where women and men are equal in every respect; political, economic, social and cultural.

1.4 WHY WE MUST WORK TOWARDS GENDER EQUALITY

In the context of a modern democracy, premised on principles of equality and participative governance, there is a moral imperative on society to ensure that women, as well as men, can realise their full potential in all spheres of life. Women should not be disadvantaged (intentionally or otherwise) because they are women.

In recognition of this, the principle of equality is enshrined in treaties, agreements, constitutions and policies in global terms and is reflected in local and EU agreements and policies. There is a strong policy and legislative commitment to gender equality to which NI and UK legislators and policy makers are bound by virtue of EU and UN membership. Therefore, in addition to the need to work towards equality for social justice reasons, there is an obligation on all publicly funded bodies to work towards gender equality. This is re-enforced by local commitments to equality contained in the 1998 NI Act, the commitment commonly known as Section 75. The most significant policies, laws and international commitments are outlined below.

⁷Crawley M & O' Meara, L, *Gender Impact Assessment Handbook* OFM/DFM Gender Equality Unit, 2004

⁸Crawley M & O' Meara L, 'Developing and Implementing a Gender Equality Policy', NDP Gender Equality Unit, Dept. of Justice, Equality & Law Reform, 2004.

Anti-discrimination Legislation

There are two primary pieces of equality legislation in Northern Ireland which address the issue of sex discrimination, namely;

- Equal Pay Act (Northern Ireland) 1970 (amended 1984) and the
- Sex Discrimination (Northern Ireland) Order 1976 (amended 1988).

This legislation effectively operates for the benefit of individuals. It provides legal redress if someone has been discriminated against on the basis of their sex⁹. More detail on these pieces of legislation is included in Appendix 1.

Section 75 of the Northern Ireland Act 1998 – The Statutory Duty

Section 75 and Schedule 9 of the Northern Ireland Act 1998 came into force on 1 January 2000. The provisions place a statutory obligation on public authorities (Northern Ireland departments, most non-departmental public bodies, District Councils and other bodies including UK departments designated by the Secretary of State) to carry out their functions relating to Northern Ireland with due regard to the need to promote equality of opportunity between different categories, including between men and women.

Section 75 has a different emphasis to anti-discrimination legislation. While the latter works at the level of the individual, Section 75 is more concerned with society as a whole. The laws identified above which are designed to prevent direct and indirect discrimination from taking place do not require action unless 'an individual respondent is responsible for the discrimination, and that the complainant is a direct victim of discrimination. A positive duty, however, is more proactive and is triggered usually by visible patterns of under representation'¹⁰.

It is essentially designed to tackle structural inequalities (i.e. inequalities inherent in basic structures and relationships within society). It is significant therefore in that it requires action to *promote* equality. While the focus of Section 75 is on the promotion of equality of opportunity, the spirit of the duty is that it goes beyond direct and indirect discrimination and is more focused on achieving equality of outcomes¹¹. Effectively implemented, it has the potential to be innovative and pro-active in addressing gender inequality.

Support Mechanisms

The following mechanisms have been put in place to support the implementation of Section 75:

- A Gender Equality Unit has been set up in the Office of the First Minister and Deputy First Minister (OFM/DFM) to advise and support government departments in promoting gender equality throughout their policy making and service delivery and in tackling gender inequalities.
- The Gender Equality Unit within OFM/DFM has developed '*Gender Matters (consultation document) – Towards a Cross-Departmental strategic framework to promote gender equality for women and men 2005 – 2015*'. This will establish the framework within which government departments will develop individual action plans and develop a coordinated approach in working towards the achievement of gender equality ('Gender Matters' was under consultation at time of writing).
- The Statutory Duty Unit within the Office of the First Minister and Deputy First Minister has responsibility for overseeing the implementation of the statutory equality duty across NI Civil Service Departments. It also has a central liaison role with the Equality Commission for NI.
- The Equality Commission monitors the effectiveness of the duties imposed by Section 75 and offers advice to public authorities and others on how to abide by them.

NI Executive Programme for Government 2001-2004

The NI Executive Programme for Government commits itself to promoting;

'a just society where everyone enjoys equality of opportunity, whatever their religion, political opinion, gender, ethnic origin, age, marital status, sexual orientation and personal background, whether they have a disability, whether they have dependants, and whether they live in the cities or the countryside.'

Furthermore, it states 'we are committed to policies which actively promote equality of opportunity and adhere to international standards of human rights. We will tackle unjust discrimination through strong and effective laws.'¹²

⁹Crawley & O' Meara, '*Gender Impact Assessment Handbook*' OFM/DFM, Gender Equality Unit, 2004

¹⁰Zappone, Katherine E, '*Charting the Equality Agenda*' Equality Commission for NI and the Equality Authority, 2001

¹¹ibid

¹²<http://www.ofmdfmi.gov.uk/publications/pfg>

International Commitments

The NI Assembly and the British government are subject to the gender equality commitments listed below by virtue of their membership of the EU and ratification of UN policies.

Gender equality commitments contained in;

- Articles 2 and 3 of the Treaty of Amsterdam (1999)
- Delivery of EU Structural Funds (including Peace II) and
- EU Action Programmes.

and in UN Agreements on;

- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- The Beijing Declaration and Platform for Action. This is an international commitment to the goals of equality, development and peace for women everywhere and identifies 12 'critical areas of concern' which are considered to be the main obstacles to the advancement of women.

These commitments are outlined in further detail in Appendix 2.

In summary, there is a considerable body of policy and legislative commitments to the achievement of gender equality and a wide range of support for gender equality initiatives.



Section 2 MEN AND WOMEN IN FERMANAGH

This section presents statistical information on the numbers of women and men in various aspects of Fermanagh life. It examines political representation, political parties, education, health and social services, the local and community development sectors and finally, the area of childcare provision. It is not a definitive study rather it provides a broad sense of where women and men are placed in life in Fermanagh.

For the most part, information is provided on a Fermanagh county basis, however in some cases, statistics are only available on a western area basis. Some information was not available at the time of going to print and this is noted. Percentages are rounded off to the nearest full per cent.

2.1 POLITICAL REPRESENTATION

The Northern Ireland (NI) Assembly

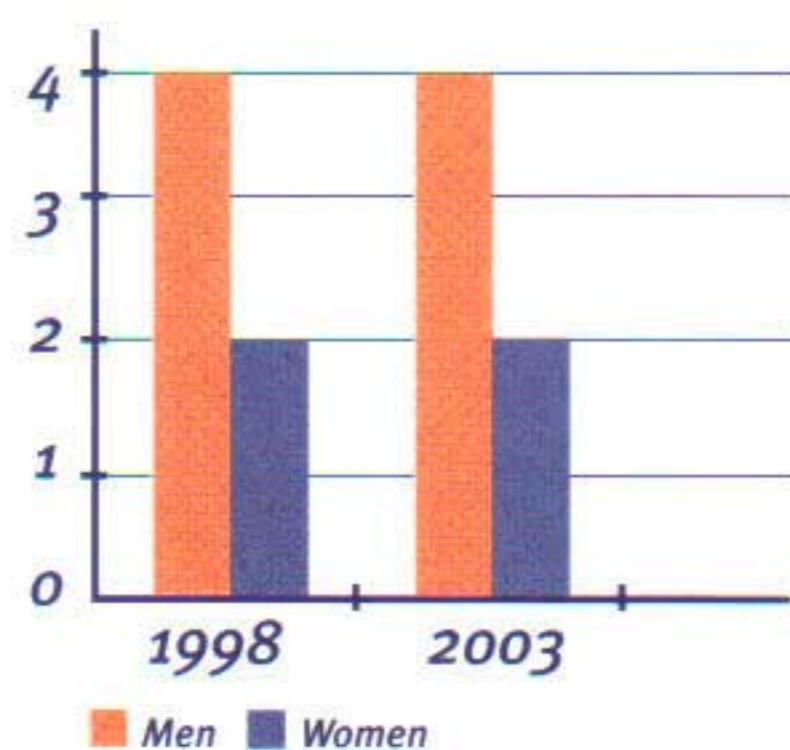
The NI Assembly was established in 1998 as part of the Good Friday/Belfast Agreement (although it had no legislative powers until devolution in December 1999). It is composed of 108 elected members, 6 from each of the 18 Westminster constituencies. The Assembly has full legislative and executive authority to make laws and take decisions on all aspects of government except those non-devolved powers which remain the responsibility of the British Secretary of State for Northern Ireland.¹³ The Secretary of State for Northern Ireland suspended the NI Assembly and Executive on 14 October 2002. It remained suspended at the time of writing.

All of county Fermanagh is in the Fermanagh/South Tyrone constituency. There have been 2 elections to the NI Assembly since its formation.

Fermanagh/South Tyrone Assembly Elections

Year	Candidates		Elected Representatives	
	Men	Women	Men	Women
2003	8	4	4	2
1998	10	4	4	2

Fermanagh/South Tyrone Assembly Election Results



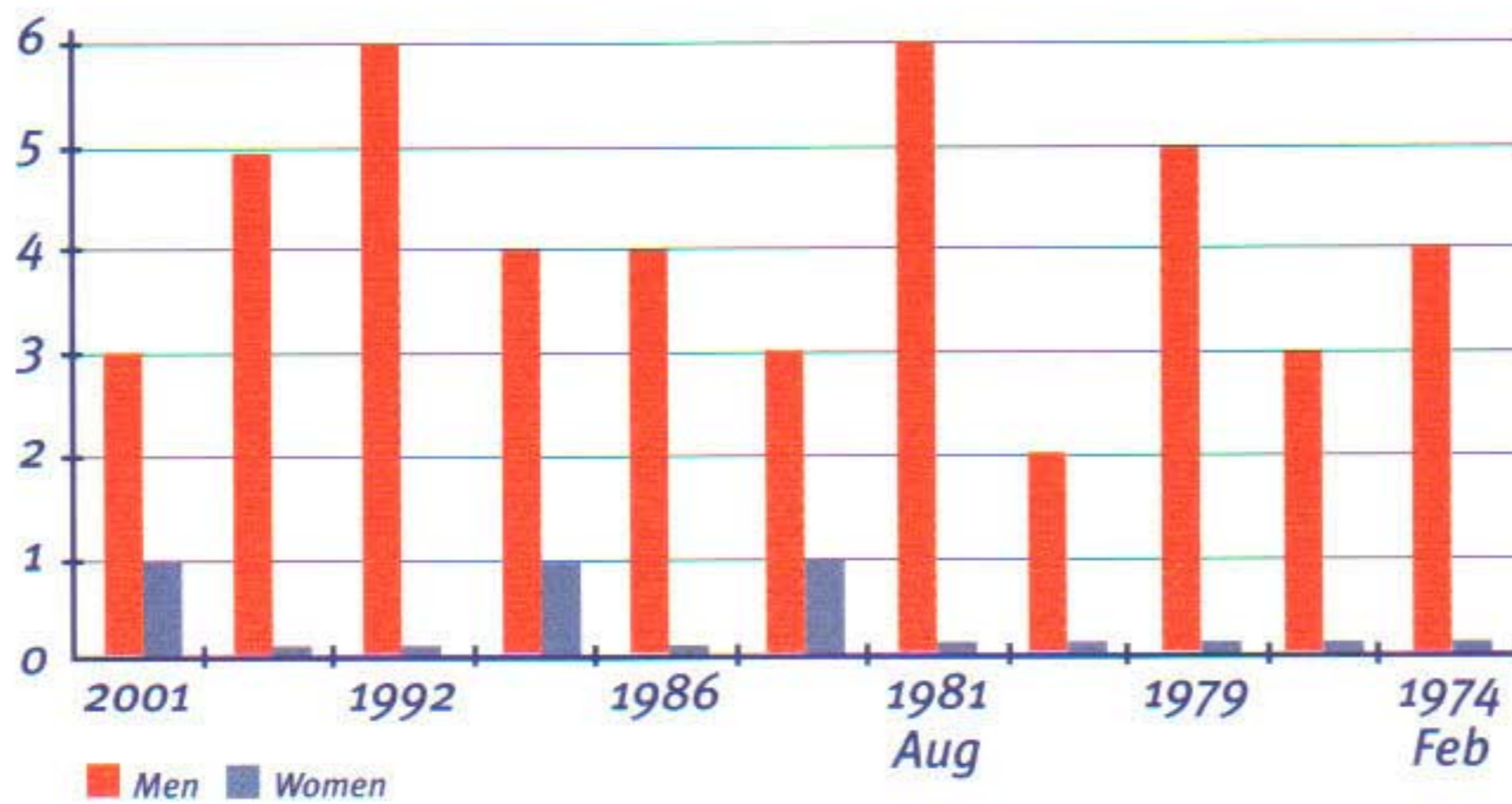
¹³These are categorised into excepted and reserved matters. Reserved matters include policing, security, prisons, criminal justice, income tax, national insurance and regulation of telecommunications and broadcasting. Excepted matters include elections, Europe, Peace and Reconciliation and foreign policy.

Westminster

Northern Ireland is subject to the authority of the Westminster parliament and returns 18 M.P.s; one of whom is elected in Fermanagh/South Tyrone.

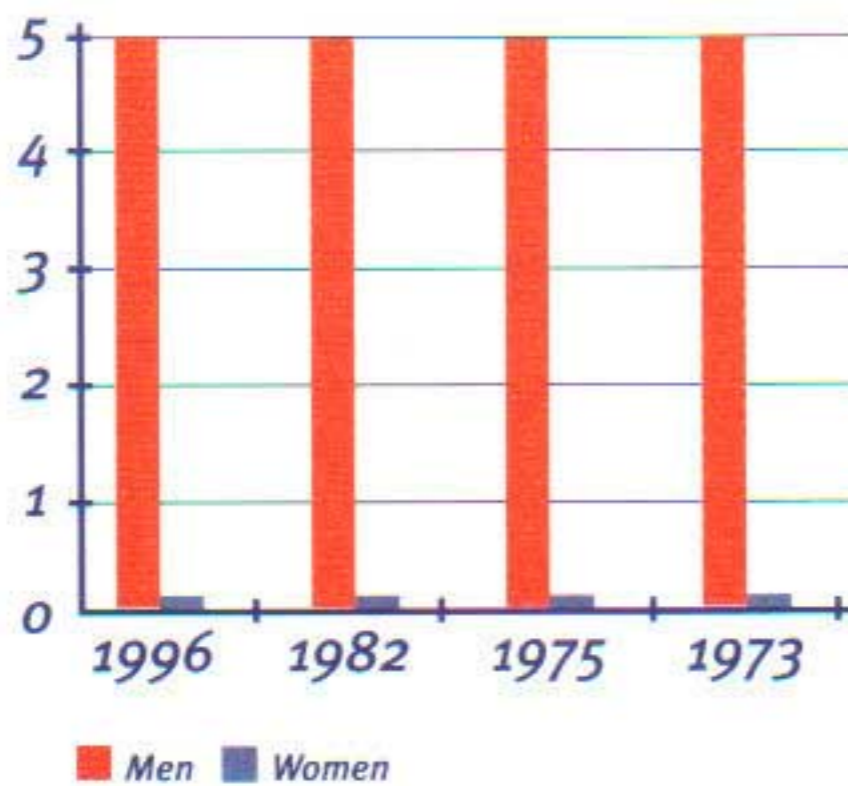
Year	Candidates		Elected Representatives	
	Men	Women	Men	Women
2001	3	1	0	1
1997	5	0	1	0
1992	6	0	1	0
1987	4	1	1	0
1986	4	0	1	0
1983	3	1	1	0
1981 Aug	6	0	1	0
1981 April	2	0	1	0
1979	5	0	1	0
1974 Oct	3	0	1	0
1974 Feb	4	0	1	0

Westminster Candidates



Other Elections

There were other significant elections contested on a constituency basis over the last 35 years. These are also included here. For details on the bodies to which these elections refer, see Appendix 3.



Election & Year	Candidates		Elected Representatives	
	Men	Women	Men	Women
1996 Forum	33	15	5	0
1982 Assembly ¹⁴	13	0	5	0
1975 Constitutional Convention	10	0	5	0
1973 Assembly	11	0	5	0

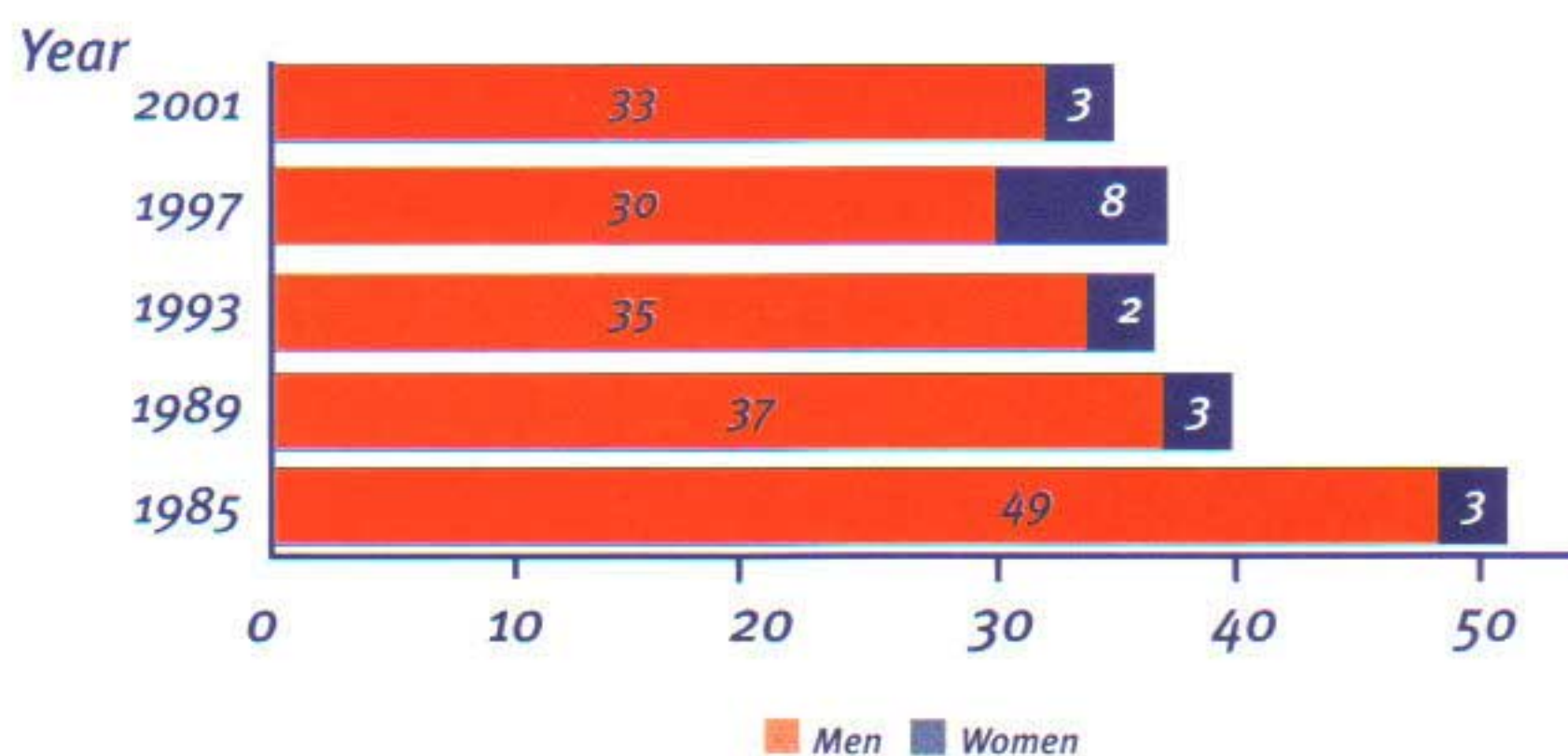
Fermanagh District Council

Local councils are responsible for a wide range of functions including the delivery of key services such as those relating to refuse collection and disposal, street cleansing, health and environmental services, community development, indoor and outdoor leisure, parks and recreational facilities, and support for the arts, culture, tourism and economic development. Local councillors also have a representative role on Education and Library Boards, Health and Social Services Area Councils, Health and Social Services Boards and Local Strategy Partnerships.

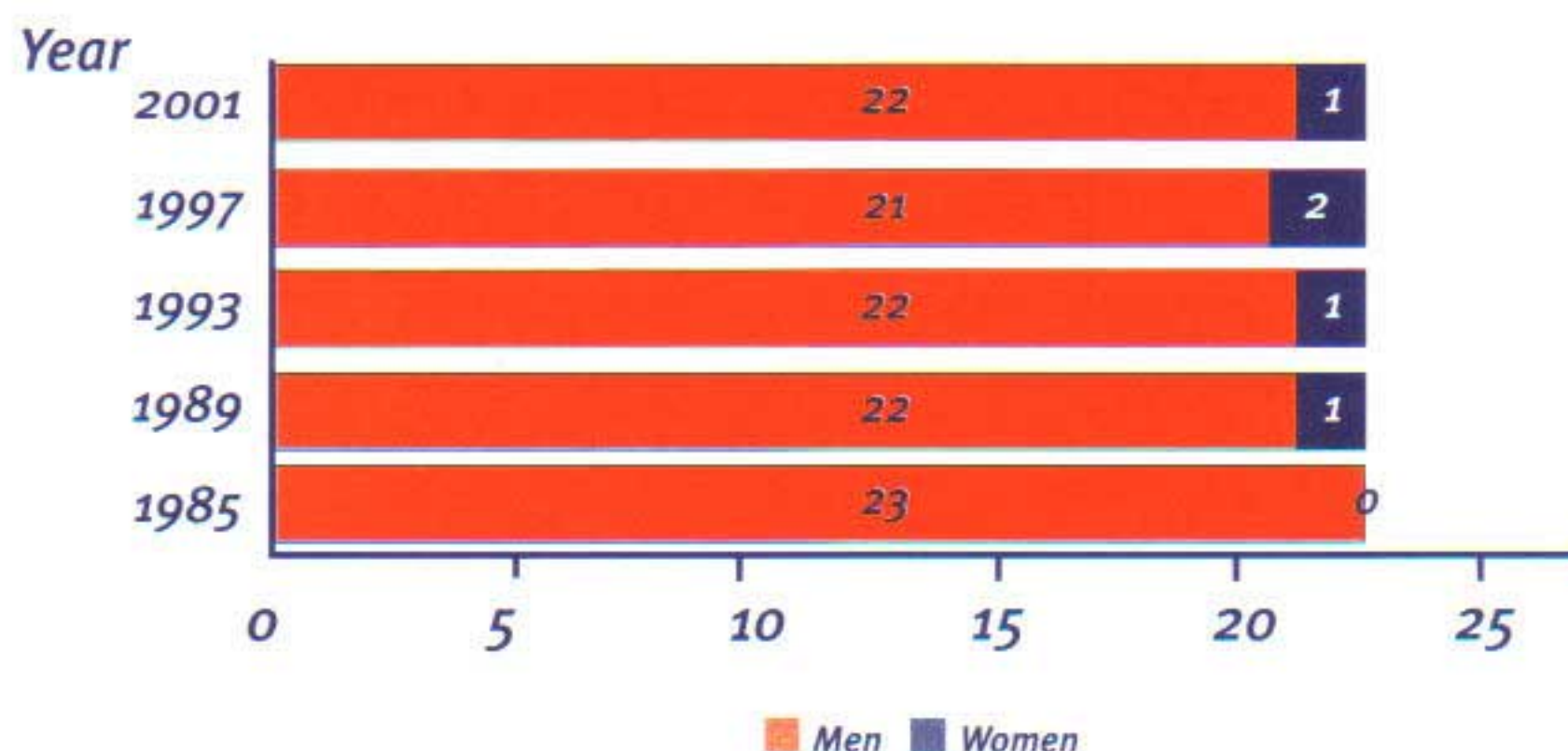
Of the 26 local councils in Northern Ireland, Fermanagh covers the largest geographical area. It is sub divided into 4 District Electoral Areas (Enniskillen, Erne East, Erne West and Erne North). Elections, by proportional representation are held every 4 years.

Year	Candidates		Elected Representatives	
	Men	Women	Men	Women
2001	33	3	22	1
1997	30	8	21	2
1993	35	2	22	1
1989	37	3	22	1
1985	49	3	23	0

Candidates



Elected Representatives

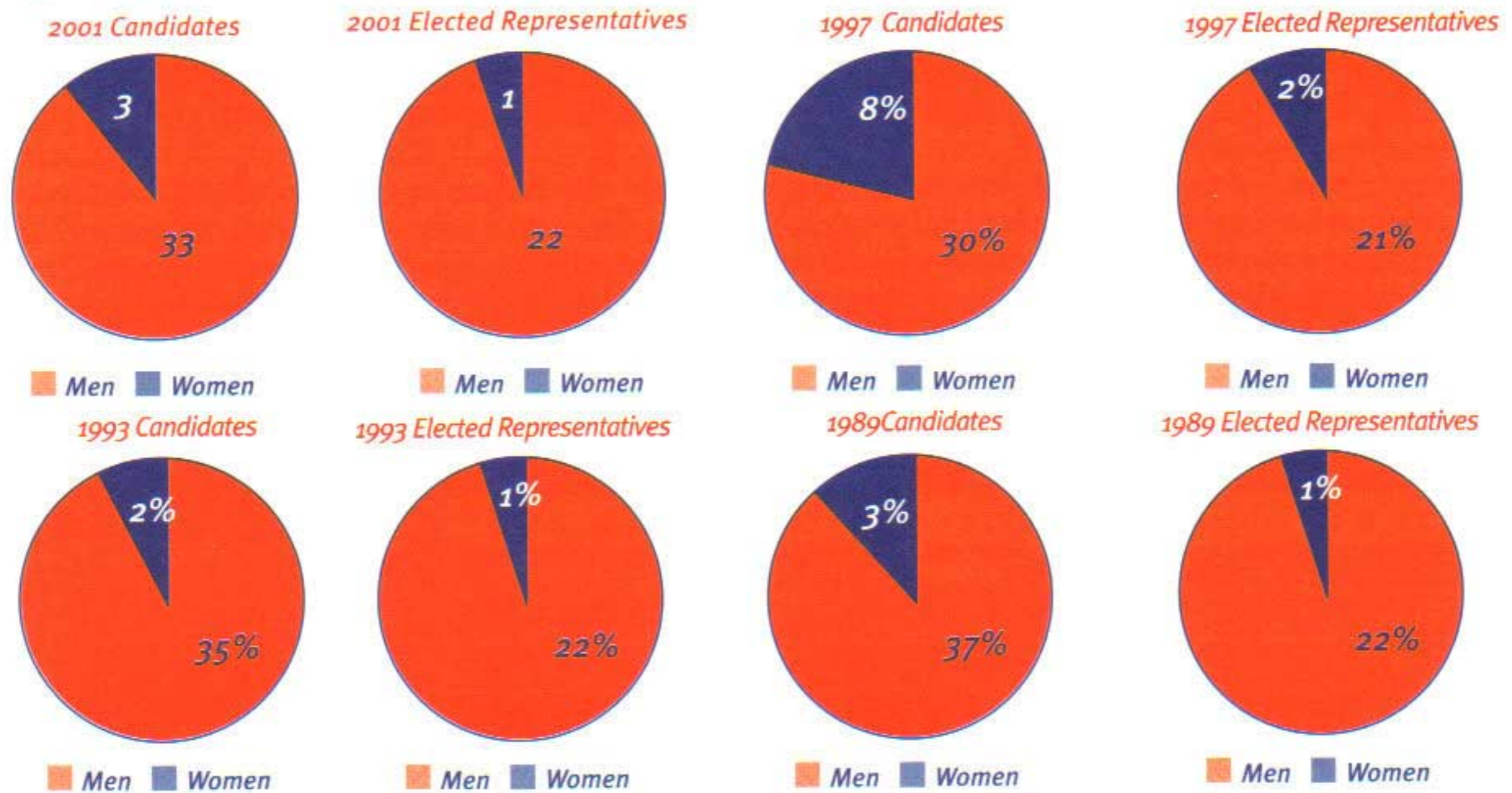


¹⁴Only 3 of the 78 members (3.8% of total membership) of the 1982 Assembly were women. 9 of the 184 candidates were women (4.9%).

Fermanagh District Council Local Elections

As the locally elected body, the Fermanagh District Council is a particularly significant institution, both in itself and because of its representative role within a number of other key agencies as outlined in the introduction to this section.

Information is provided below on the gender breakdown of both candidates to, and elected representatives of, the last five elections to Fermanagh District Council. Tables with details on an electoral ward basis are provided in Appendix 4.



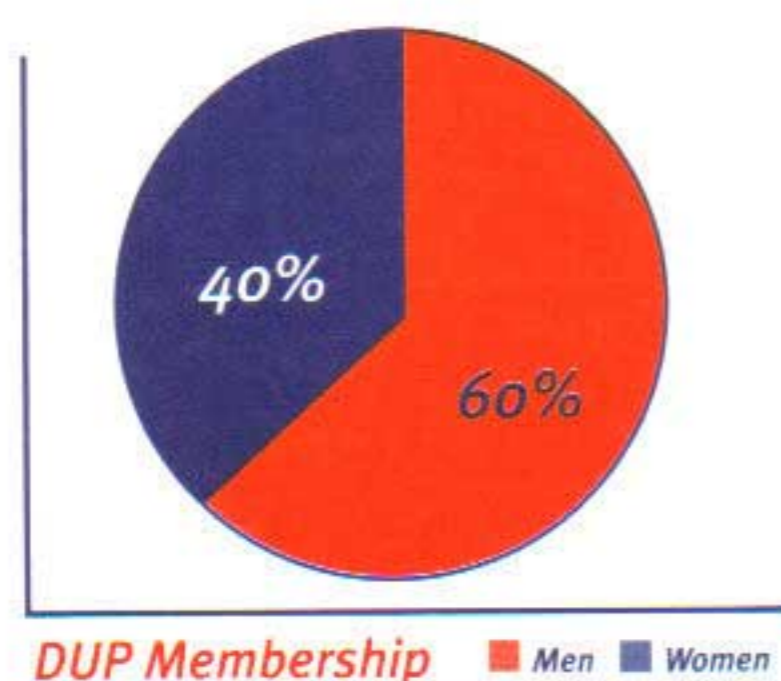
Political Parties

Each of the four main political parties active in the county was asked to provide details of its membership, its policy on the promotion of gender equality and whether or not childcare/elder care allowances are provided to party members to attend Fermanagh or Fermanagh/South Tyrone branch meetings.

All the information below is as provided by the political parties.

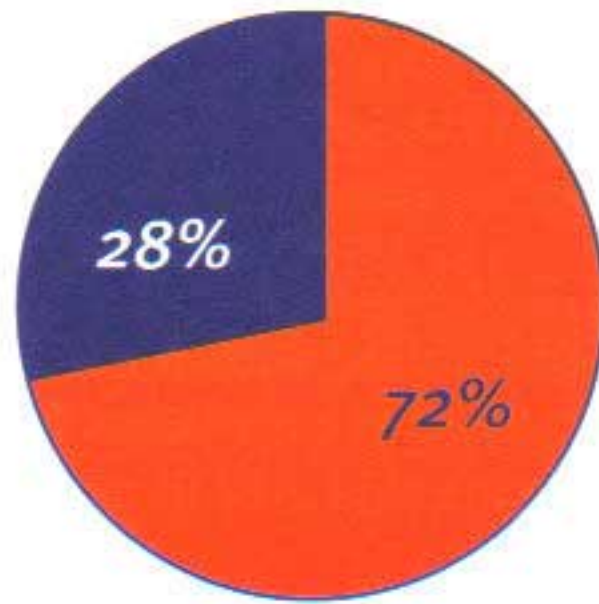
Democratic Unionist Party (DUP) - Fermanagh/South Tyrone

Policy on promotion of Gender Equality	Fermanagh Membership		Branch Committee		Chair	Childcare/ Carer Allowances
	% M	% W	Nos M	Nos W		
'The DUP believes in equal opportunity for all and encourages women who wish to pursue a front line political career through mentoring. The four MLAs... are very aware of gender issues and are proactive in dealing with gender inequality in the Party and also in general public life.'	60	40	6	2	M	'None within the Party as such, however the Party are very "family friendly" in their attitudes and indeed in many ways are family focused. Through the Assembly, MLAs can avail of a childcare allowance.'



Sinn Fein (SF) - Fermanagh

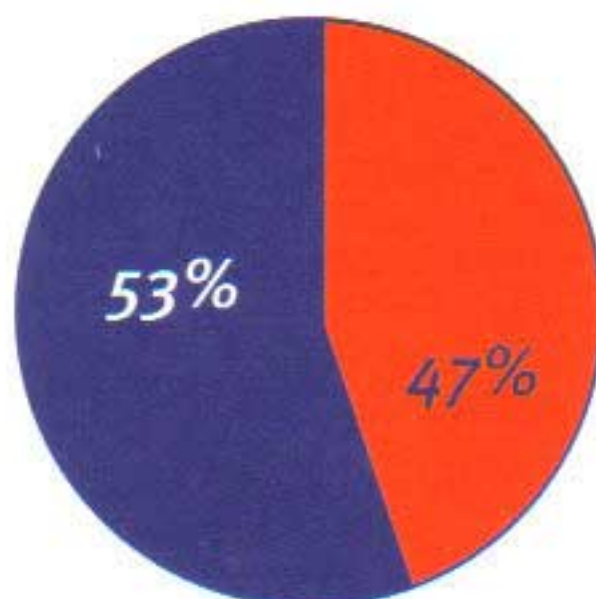
Policy on promotion of Gender Equality	Fermanagh Membership		Comhairle Ceantar (Branch)			Childcare/ Carer Allowances
	% M	% W	Nos M	Nos W	Chair	
‘In line with SF’s support for affirmative action on gender quotas, the 2003 Sinn Féin Ard Fheis changed its rules for electing members to the Ard Comhairle to ensure that 50% of those elected are women. SF’s Equality Department has run a series of compulsory seminars on gender inequality for all members of the Ard Comhairle, Party Officers and regional Officer Boards.’	72	28	12	6	M	‘Yes. Requests made to officer board. All requests dealt with on an individual basis.’



Sinn Fein Membership ■ Men ■ Women

Social Democratic and Labour Party (SDLP) - Fermanagh Branch

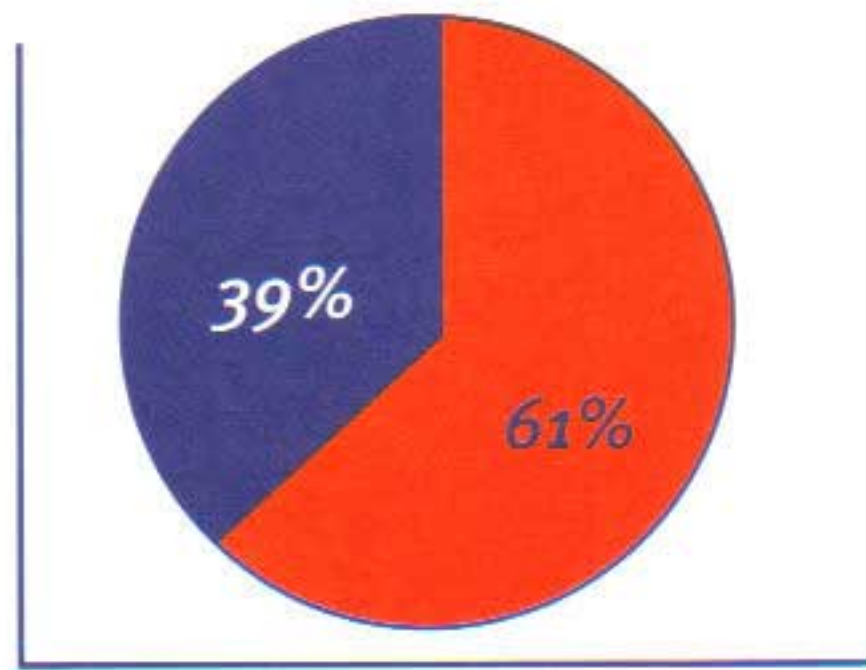
Policy on promotion of Gender Equality	Fermanagh/ South Tyrone Membership		Branch Committee			Childcare/ Carer Allowances
	% M	% W	Nos M	Nos W	Chair	
‘There is a women’s party within the SDLP, which promotes the role of women and regularly has training, conferences etc, to enable women to participate in public life. The party also ensures there are crèche facilities for people with parenting needs.’	47	53	7	5	W	‘Elected representatives MP’s and MLA’s are entitled to childcare or other carer’s allowances. The exact information was not available.’



SDLP Membership ■ Men ■ Women

Ulster Unionist Party (UUP) - Fermanagh/South Tyrone

Policy on promotion of Gender Equality	Fermanagh/South Tyrone Membership		Branch Committee			Childcare/Carer Allowances
	% M	% W	Nos M	Nos W	Chair	
'Equality for all. Favouritism for none.'	61%	39%	41	26	M	None



UUP Membership ■ Men ■ Women

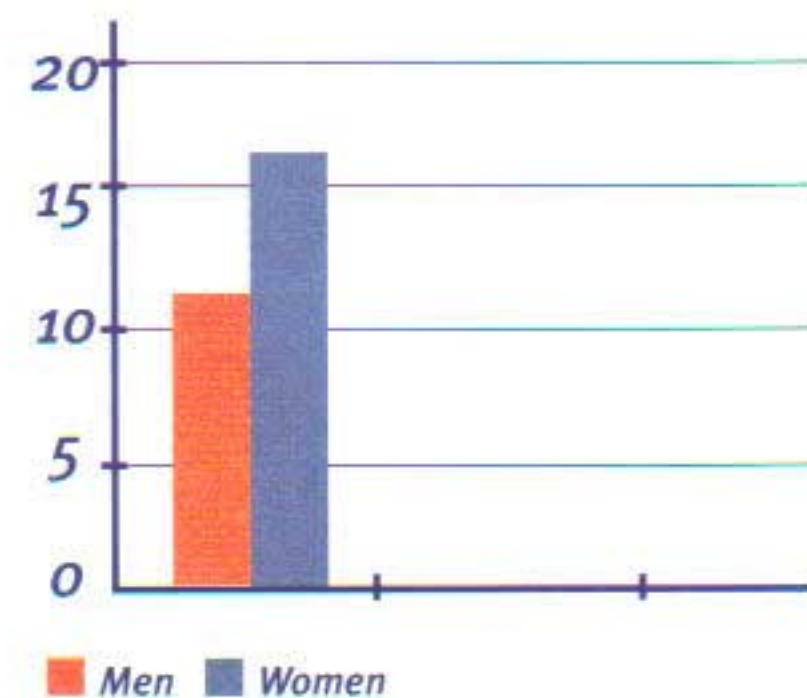
Fermanagh Shadow Youth Council

Fermanagh Shadow Youth Council exists to support and develop a youth voice and build democratic competence by enabling young people to engage in youth led, community beneficial actions as acts of citizenship. It provides a forum for young people to raise matters that concern them with the relevant authorities and to be formally consulted by Fermanagh District Council and others on issues relevant to them.

All members of the Youth Council are elected to their position by means of a secret ballot, Fermanagh wide election, in the form of proportional representation. Opportunities are widely promoted throughout post-primary schools and colleges in Fermanagh. The term of office is for two years.

	Candidates		Chair	Elected Representatives	
	Men	Women		Men	Women
Shadow Youth Council	19	26	Elected at each meeting	12 (43%) 7 (delegate)	16 (57%) 10 (delegate)

Fermanagh Shadow Youth Council



■ Men ■ Women

2.2 EDUCATION

Western Education and Library Board

The Western Education and Library Board is the local authority for the provision of education, library and youth services in the District Council areas of Derry, Fermanagh, Limavady, Omagh and Strabane. The activities of the Board are managed through the Education, Library Services, Finance and Youth committees. Education and Library Boards have statutory responsibility for; primary and secondary education, the provision of a youth service and library services to schools and the public. They must also have regard for the need for pre-school education.

65% of the membership consists of District Councillors, representatives of the main Protestant churches and Trustees of the Roman Catholic Church. Currently, of the 35 Board members, 14 places are allocated to local councillors and 8 to church representatives.

	Chair	Men	Women	Chief Executive Officer
Western Education and Library Board	M	23	12	M

Fermanagh College of Further Education

Fermanagh College of Further Education provides education and training to meet the learning needs of the community, the individual, schools and industry. The College provides Further and Higher Education and Training for over 10,000 people. At present, over 700 students are enrolled on Higher Education courses. Board composition is subject to a nomination process implemented by the Dept. of Education and Learning.

	Chair	Men	Women	Principal
Fermanagh College FE Governing Body	M	9	4	M

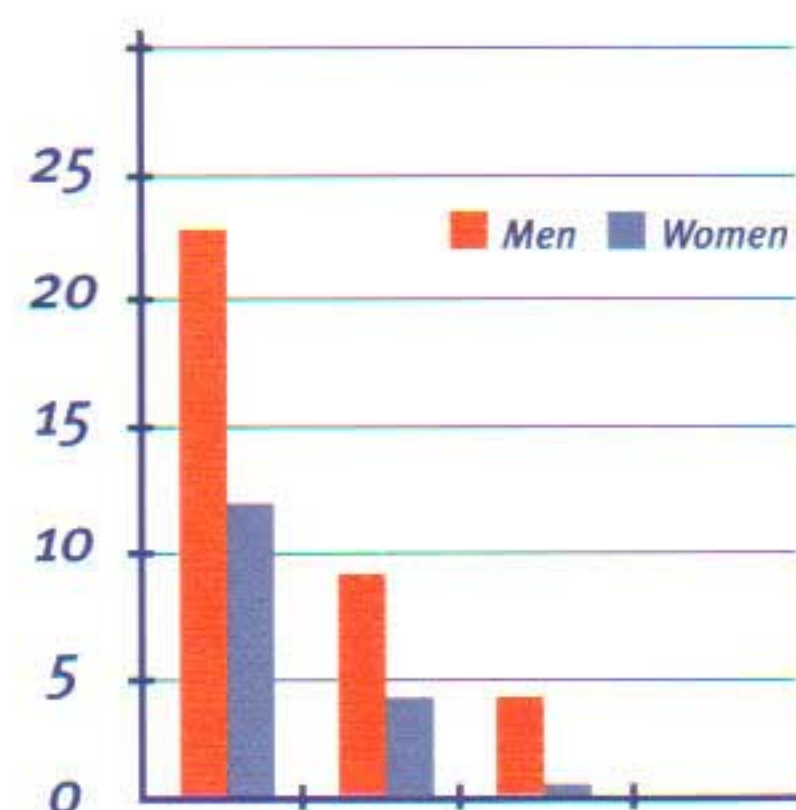
Fermanagh College of Further Education – Students

Subject Area	Men	Women	Total
Administration & Office Skills; Business & Management	497	788	1285
Agriculture	327	301	628
Applied Science	231	352	583
Art & Design	169	915	1084
Construction, Built Environment & Civil Engineering	634	17	651
Distribution - Retail, Wholesaling & Warehousing	230	602	832
Education/Leisure Tourism & Recreational	720	1528	2248
Electrical / Electronic Engineering/ Mechanical Engineering	187	13	200
Hairdressing & Beauty	12	497	509
Health & Social Care	88	1199	1287
Hospitality	717	1067	1784
Information & Communication Technology	784	1329	2113
Manufacturing / Processing	46	-	46
Media & Communication	203	416	619
Motor Vehicle	105	26	131
Performing Arts	8	124	132
Transport	148	343	491
Total	5106	9517	14623

Fermanagh University Partnership Board

Fermanagh University Partnership Board (FUPB), building on a relationship between Fermanagh District Council and the University of Ulster, was formed in November 1995. It involves organisations across the public, private and voluntary sectors and aims to create an integrated approach to the local provision of education and training. The Fermanagh University Foundation is the strategic think tank of the Fermanagh University Partnership Project. It identifies the potential future strategic direction, funding opportunities and essentially sets the direction of the University Partnership. The Board assumes responsibility for the implementation of the Strategy.

WELB FC FE FUPB



	Chair	Men	Women	Chief Executive	Childcare/Carer's Allowance Provision
Fermanagh University Foundation	M	2	2	M	'Barrier' payment Provided
Fermanagh University Partnership Board	M	4	1		

2.3 HEALTH AND SOCIAL SERVICES

The Western Health and Social Services Board

The Western Health and Social Services Board¹⁵ works according to government policies and guidelines and is overseen by the Dept for Health, Social Services and Public Safety. Its role is to promote the health and well being of the people who live in the Western area. This involves an assessment of the health and social services needed by local people and arrangements for the provision of those services.

The Board is composed of both executive and non executive directors and it holds a public meeting every month. The WHSSB covers the District Council areas of Derry, Limavady, Strabane, Omagh and Fermanagh.

	M	W	Chair	Chief Executive Officer
Western Health and Social Services Council	3	3	W	M

Western Health and Social Services Council

The Western Health and Social Services Council¹⁶ was established in 1982 to shadow the areas covered by each of the Health Boards and report independently on the quality of healthcare delivery. Health and Social Services Councils regularly consult with the general public to monitor healthcare from the perspective of the consumer and make recommendations on how services might be improved. They have a role in representing their local area population and influencing the policies of the Health Boards. Of the 24 places currently on the Western Health and Social Services Councils, 10 are occupied by district councillors.

	M	W	Chair	Chief Executive Officer
Western Health and Social Services Board	15	8	M	W

¹⁵There are four board areas in Northern Ireland; Eastern, Northern, Southern and Western

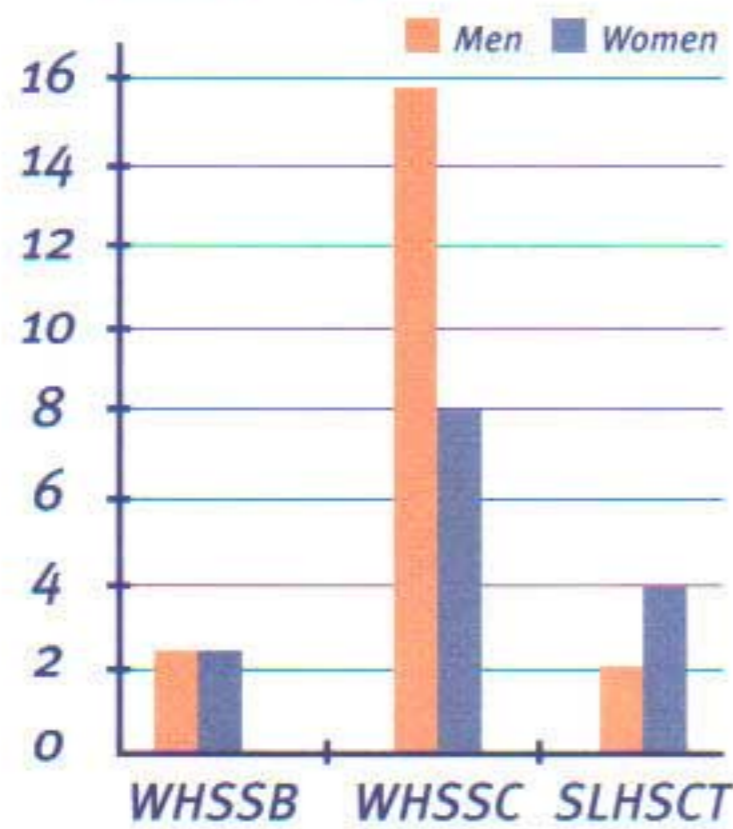
¹⁶There are four councils in Northern Ireland; Eastern, Northern, Southern and Western

The Sperrin and Lakeland Health and Social Care Trust

The area served by the Sperrin & Lakeland Health and Social Care Trust covers three District Council areas, Omagh, Fermanagh and about one third of Strabane. The Trust delivers health and social care to approximately 200,000 people. Fewer than a third of the population live in the two large towns of Omagh and Enniskillen, the remainder living in smaller towns and villages and in the open countryside.

	M	W	Chair	CEO
Non-Executive Directors	2	4	M	M
Executive Directors	4	1		
Support/Service Directors	2	3		

WELB FC FE FUPB



2.4 COMMUNITY AND LOCAL DEVELOPMENT ORGANISATIONS

County wide organisations and development organisations were asked to provide information on board/committee breakdown, gender of chair, policy on gender equality and whether or not child/elder care costs were provided. In the case of the community and local development sectors, the latter is at the discretion of local bodies.

Fermanagh Access & Mobility Group

The aim of the Fermanagh Access & Mobility Group is to raise the profile of disability in Co. Fermanagh and to make people aware of access issues.

	Men	Women	Chair	Childcare/Carer's allowance provision
Fermanagh Access & Mobility Group	3	6	M	None

Fermanagh Community Safety Partnership

This voluntary organisation seeks to implement the Northern Ireland Community Safety Strategy at a local level. The Partnership operates in three main areas: tackling crime issues, addressing fear of crime and addressing issues of anti-social behaviour. Membership is based on recommendations within the NI Strategy. It was subject to invitation at the start of the partnership and has developed in line with the Strategy.

	Men	Women	Chair	CS Officer	Childcare/Carer's allowance provision
Fermanagh Community Safety Partnership	13	10	M	M	None

Fermanagh District Policing Partnership

District Policing Partnerships (DPPs) are partnerships between the local district council and the community established for the purpose of monitoring the effectiveness of policing in their local council area. They also act as a forum for discussion and consultation on matters affecting the policing of the district, for which it is responsible. This includes, for example, the prioritisation of policing issues on behalf of local people. It is intended to be a mechanism for facilitating dialogue between the police and the local community.

	Men	Women	Chair	DPP Manager	Childcare/Carer's allowance provision
Fermanagh District Policing Partnership	15	4	M	M	Actual costs re-imbursed.

Ten of the nineteen members of the Policing Partnership are appointed by political parties on the local council. The remaining nine members are appointed by the NI Policing Board on the basis of applications submitted by members of the public (who must display evidence of previous involvement in the community). The Board strives for a gender (as well as religious and age) balance in its appointments. This commitment is outlined in its code of practice.

Fermanagh Local Action Group (FLAG)

FLAG was established in 1996 to administer the LEADER II funds and is now one of twelve groups selected to deliver the Leader+ programme in Northern Ireland. FLAG provides practical support through grant assistance and a combination of focused training and mentoring to the micro business sector to deliver on its vision of the creation of an enterprising rural Fermanagh.

	Men	Women	Chair	Manager	Childcare/Carer's allowance provision
Fermanagh Local Action Group	7	7	Not available at time of going to print.		

Fermanagh Local Strategy Partnership

Fermanagh Local Strategy Partnership (LSP) is one of twenty-six such partnerships set up to administer Priority 3 of the Peace II Programme. Fermanagh LSP has an over arching strategic role within the Fermanagh area. In collaboration with other key agencies, its role is to concentrate on the strategic planning and co-ordination of social, economic and environmental development in Fermanagh. It has responsibility for delivering Priority 3 of the EU Programme for Peace and Reconciliation in Northern Ireland and the Border Region of Ireland (2000 - 2004). It is also the delivery body for the Natural Resource Rural Tourism Initiative (NRRTI) in County Fermanagh, one of five designated areas in Northern Ireland.

	M	W	Chair	Manager	Childcare/Carer's allowance provision
Fermanagh Local Strategy Partnership	14	7	M	W	Yes.*

* The LSP cites an informal policy of providing dependent care costs to Board members (based on actual cost). In the case of childcare, the costs must be made payable to a registered childminder.

Fermanagh LSP comprises 28 members (although there were only 21 members at the time of writing), configured to include a 50/50 membership of social partners (community/voluntary, trade union, business and agriculture and rural development sectors) and the statutory and Local Government Sectors.

The LSP is pro-active in its approach to seeking Board nominees in that it contacts representative organisations to ensure there is sectoral representation (including women). From the field of nominees, membership is selected to reflect the religious/gender balance of the county. There is no formal written policy regarding Board composition and no limit to membership term.

Fermanagh Rural Community Network

The Fermanagh Rural Community Network (FRCN) is a network of rural community groups in County Fermanagh with charitable aims and objectives and is one of 12 rural support networks across Northern Ireland. The Network is a membership led community body which is widely representative of, and accountable to, the membership. FRCN is committed to rural development using a community development approach.

The membership of the board of the FRCN is elected annually from its member groups. For the purposes of election, the county is divided into four areas, with 4 representatives elected from each area. One representative from each area is retained and a representative cannot be retained for two consecutive years. The term is for one year. There is no policy on gender composition of the Board.

	Men	Women	Chair	Coordinator	Childcare/Carer's allowance provision
Fermanagh Rural Community Network	10	6	M	M	None

Fermanagh Trust

The Fermanagh Trust is a Community Foundation dedicated to creating a partnership of donors, non-profit making organisations and the community. It aims to find solutions to the 'pressing community needs in Fermanagh'.

	Men	Women	Chair	Director	Childcare/Carer's allowance provision
Fermanagh Trust	3	2	W	M	Actual costs re-imbursed.

Appointment to the Board is by request of existing Trustees who 'strive to secure the best governance possible'. There is no formal written policy on the gender composition of the Board, but the Trust is guided by a principle of trying to ensure that Trustees reflect wider society in Fermanagh.

In its grantmaking, the Trust does not have any policy or strategy on the promotion of gender equality in the county.

Fermanagh Volunteer Bureau

Fermanagh Volunteer Bureau (FVB) promotes and supports volunteering in Fermanagh. It also has a role in influencing the policy agenda regarding volunteering and all related activities. It provides for the well being and personal development of individuals who are engaged in voluntary work.

Gender issues are built into all FVB policies. As part of its quality standards, the organisation is gender balanced according to the general volunteering population and service users.

	Men	Women	Chair	Coordinator	Childcare/Carer's allowance provision
Fermanagh Volunteer Bureau	3	6	M	W	Yes and other out of pocket expenses.

County Local and Community Development Organisations

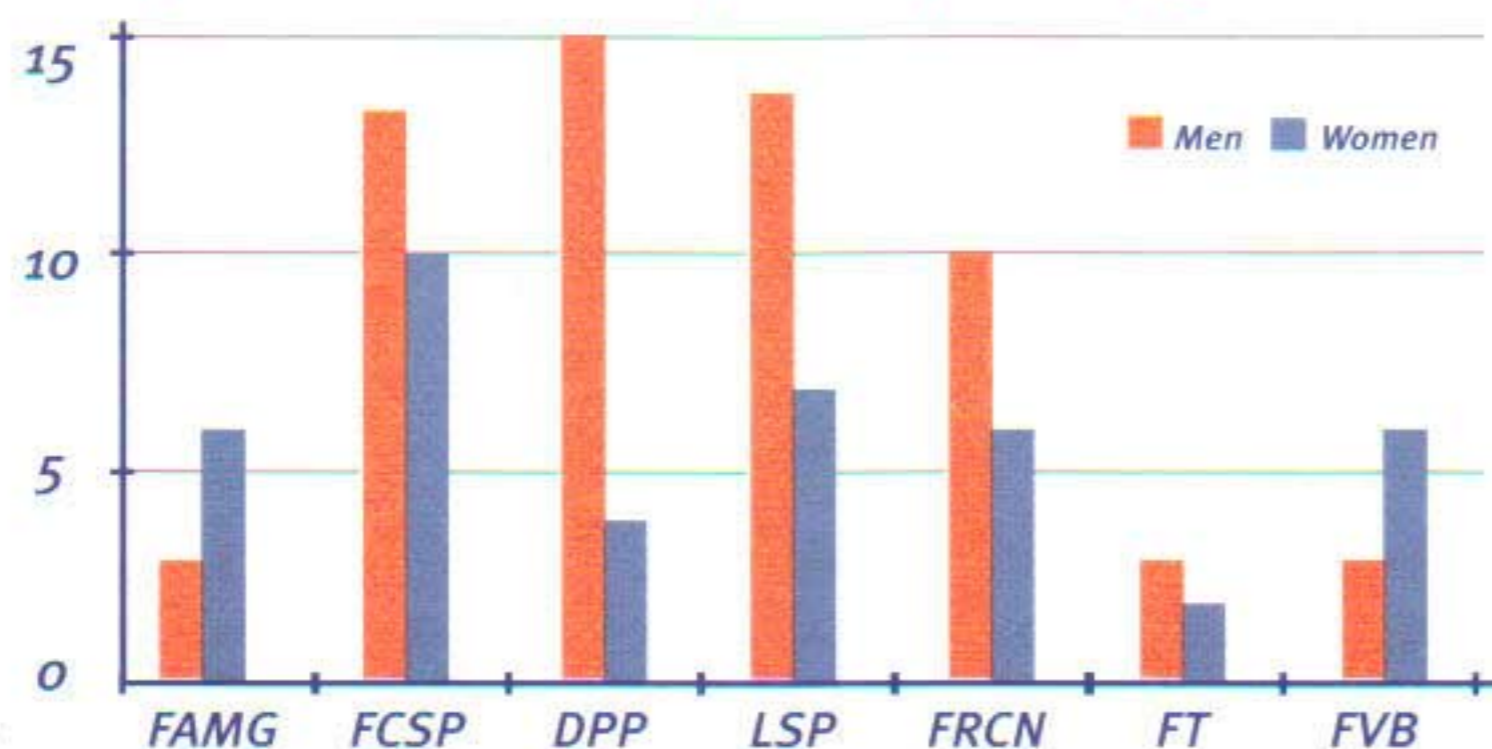
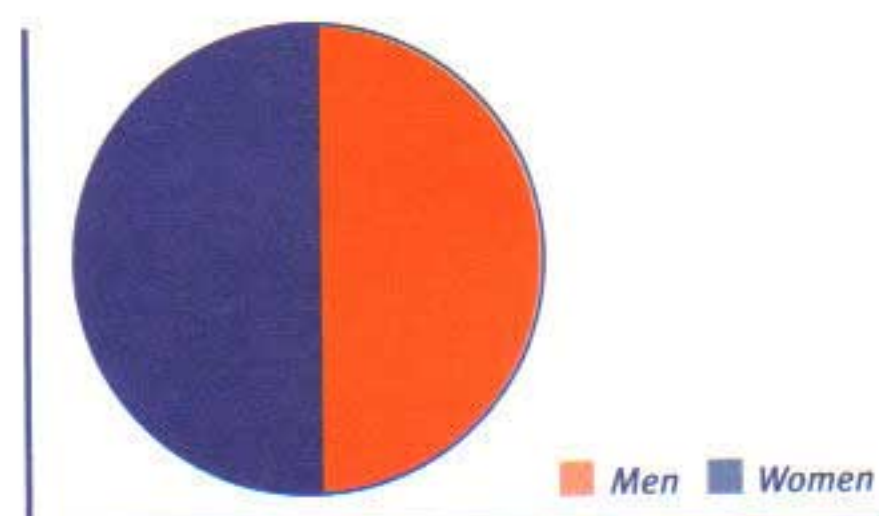


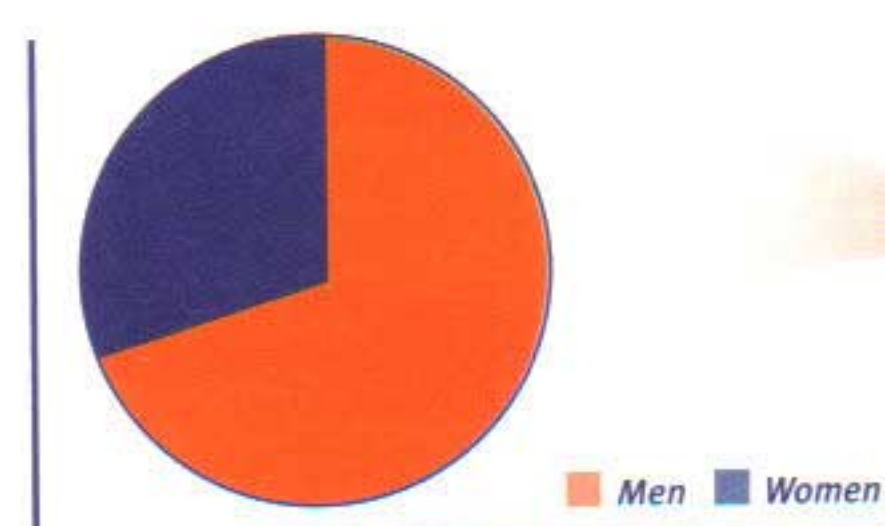
Figure 1

Local Development Groups

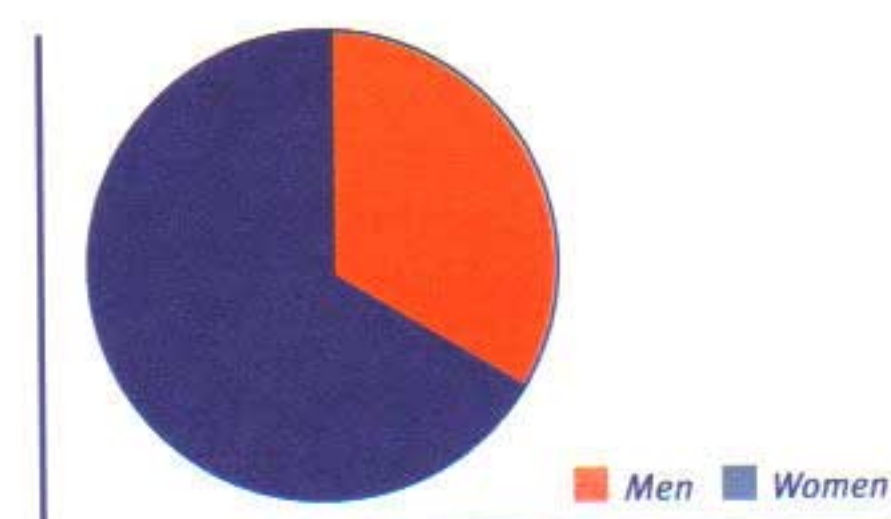
Using a composite list from the key support organisations in Fermanagh, which suggests there are 79 active community development groups/associations in the county, a survey of 23% of these groups was carried out (18 groups in the course of this research). Of these, 49% of members were women and 51% were men. One third of the Chairs were women and two thirds were men whereas one third of the Secretaries were men and two thirds were women.



Membership



Chairs



Secretaries

2.5 CHILDREN, CHILDCARE AND CARING

According to the 2001 census statistics, 5,365 people in Fermanagh provide unpaid care out of a population of 57,527. (It is important to note that census statistics are dependent on people identifying themselves as carers). Just under 60% of those provide 1-19 hours a week, just over 15% provide 20-49 hours per week and almost 25% provide 50+ hours unpaid care per week.¹⁷

The following is a breakdown on a gender basis.

Hours per week	All	Men	Women	% Women
1-19 hours	3213	1370	1843	57
20-49 hours	827	307	520	63
50+ hours	1325	465	860	65
Total	5365	2142	3223	60

There are 272 home help workers in the county. Of these, 269 are women.

Of the 1,281 single parent families in Fermanagh, 142 of these families are headed up by men and 1,139 by women. Almost 53% of these men and just under 18% of women are in full time employment. Just over 9% of men are in part time employment compared to a little under 19% of women.

¹⁷Census statistics (2001): source; Northern Ireland Statistics website: www.nisra.gov.uk. Crown copyright material is reproduced with the permission of the Controller of HMSO.

Childcare Services and Places

The following section provides an outline of the availability of childcare in Co. Fermanagh.

Childminders

	No. of childminders
Arney & Bellanaleck	3
Ballinamallard	7
Belleek/Garrison	2
Belcoo	1
Boho	-
Brookeborough	1
Clabby	1
Derrylin/Kinawley/Teemore/Macken	4
Derrygonnelly	4
Donagh	1
Ederney	2
Enniskillen (incl Cavanaleck)	36
Florencecourt	1
Irvinestown	4
Kesh	2
Lack	1
Lisnaskea	6
Maguiresbridge	1
Newtownbutler	3
Roslea	2
Tamlaght/Lisbellaw	10
Tempo	1
Total	92

100% of registered childminders are women. There are an additional 27 registered childminders whose details are not available to the public, all of whom are women.

Community Playgroups, Crèches and other Childcare Facilities

These figures are drawn from the latest available SLHSCT statistics

	Out of School Places	Pre-School Playgroup	Full Day Care Community	Full Day Care Private
Arney & Bellanaleck	16	24	-	
Ballinamallard	-	-	26	
Belleek/Garrison	25 (Incl in day care)	24	45 (inc playgroup)	
Belcoo	30	22	5	
Boho	-	20	-	
Brookeborough	10	20	-	
Clabby	-	-	-	
Derrylin/Kinawley/Teemore/Macken	24	52		
Derrygonnelly		24		
Donagh	(Incl in day care figure)	24	16	
Ederney				
Enniskillen (Incl Cavanaleck)	48	100	26* (New Hope Centre)	45 16**
Florencecourt				
Irvinestown	40	24	23 (creche)	65
Kesh				95
Lack				
Lisnaskea	16	30		
Maguiresbridge		24		
Newtownbutler	20	24		
Roslea	16	24		
Tamlaght/Lisbellaw		24		36
Tempo		24		
Trory/Lisnarick		24		
Total	220	508	136	257

Note: Some pre-school and out of school places may be included in full day care figures.

* there is also a registered crèche in the Aisling Centre which has 12 places

** Group in morning and evening – not full day

With the exception of the crèches named above which are primarily for client use but can also be used by staff, there are no workplace crèches in the county. The Sperrin & Lakeland Health and Social Care Trust runs a summer scheme for staff of the Trust which runs throughout the Summer holidays. It caters for 32 children, age 4 upwards. It takes place in Enniskillen town.

With 1121 childcare places in day care, playgroups or after school groups, there are approx 140 childcare workers in the county. Two of these workers are men, 138 are women.

Fermanagh Early Years Partnership

The Fermanagh Early Years Partnership provides a forum within Fermanagh for discussion and exchange of information within the early years sector. It also provides input into the planning of early years services and offers support to other early years providers in the area.

Members of the Early Years Partnership are elected for a one year term at the Annual General Meeting.

	M	W	Chair	Childcare/Carer's allowance provision
Fermanagh Early Years Partnership	0	15	W	Yes – nominated rate

2.6 EMPLOYMENT, ECONOMIC DEVELOPMENT & UNIONS

Just over 41% of men in Fermanagh between the ages of 16 and 74 are full time employees, compared to just under 28% of women. Just under 4% of men are in part time employment compared to just over 15% of women.

Areas of Employment

According to the latest available census statistics (2001), the top five areas of employment for women and men in Co. Fermanagh are as follows:

Women

Area of Employment	Percentage
Health and social work	24.30
Wholesale & retail, repair of motor vehicles	17.48
Education	14.96
Manufacturing	9.28
Hotels and catering	7.31
Sub total	73.33

Men

Area of Employment	Percentage
Mining, quarrying and construction	21.35
Manufacturing	18.56
Wholesale & retail, repair of motor vehicles	14.51
Agriculture, hunting, forestry and fishing	11.21
Public administration and defence	8.33
Sub total	73.96

The other areas for women are broken down as follows:

Agriculture, hunting, forestry and fishing	2.13
Electricity, gas and water supply	0.22
Mining, quarrying and construction	1.85
Transport, storage and communication	3.39
Financial intermediation	3.11
Real estate, renting and business activities	4.81
Public administration and defence	6.54
Other	4.64

The other areas for men are broken down as follows:

Electricity, gas and water supply	0.86
Hotels and catering	2.96
Transport, storage and communication	5.36
Financial intermediation	1.24
Real estate, renting and business activities	4.59
Education	4.30
Health and social work	3.36
Other	3.39

Information on where men and women are employed in some key agencies in the county is provided below:

Fermanagh District Council

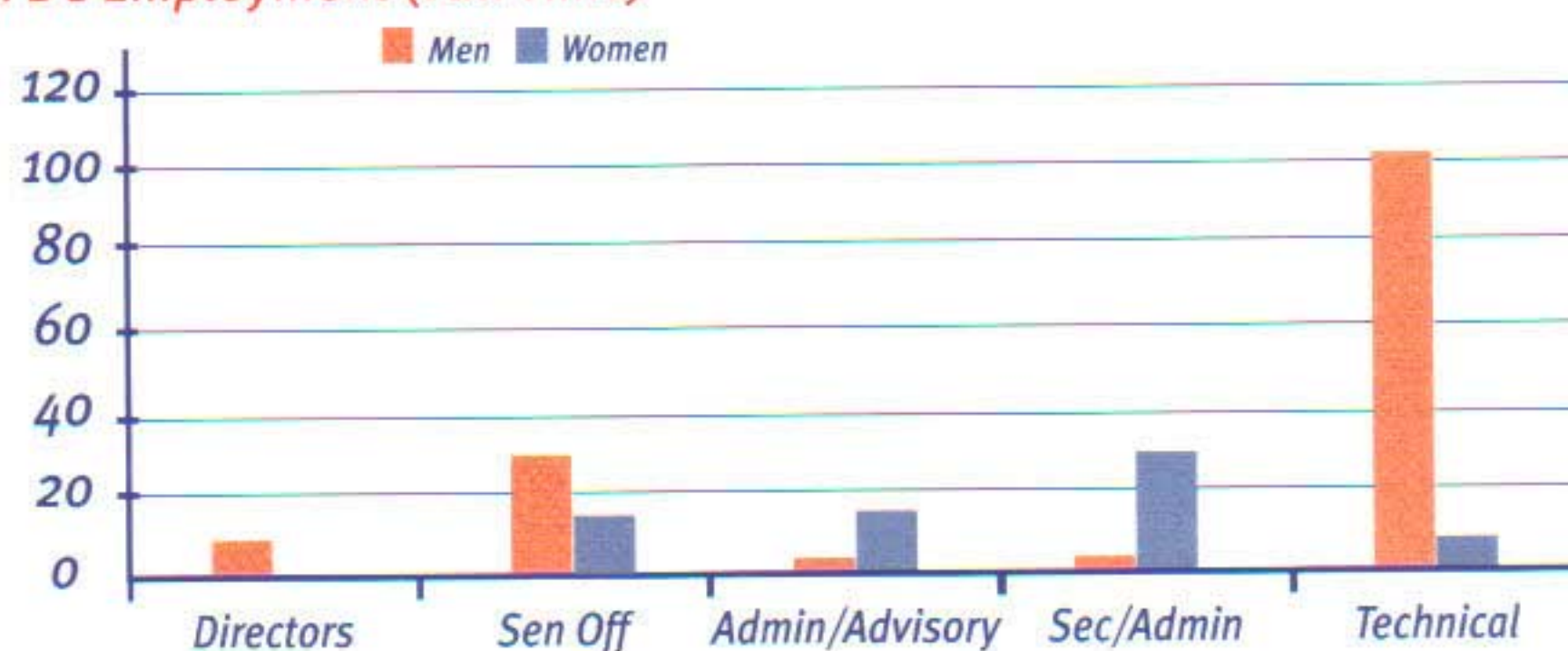
Full Time Employment

Category	M	W	Total	% Women
Chief Executive Officer & Directors of Services	6	0	6	0
Senior Officer and above	30	14	44	32
Admin/advisory	2	13	15	87
Secretarial/Admin	4	31	35	89
Technical	106	12	118	10

Part Time Employment

Category	M	W	Total	% Women
Senior Officer and above	-	2	2	100
Admin/advisory	-	2	2	100
Secretarial/Admin	-	13	13	100
Technical	10	12	22	54

FDC Employment (Full Time)



Sperrin and Lakeland Health and Social Care Trust

Category	M	W	Total	% Women
Admin and Clerical	58	418	476	87.8
Anc and General Nursing	112	953	1065	89.5
Social Services	57	241	298	80.9
Prof & Technical	35	202	237	85.2
Medical & Dental	100	51	151	33.8
Total	536	3260	3796	85.9%

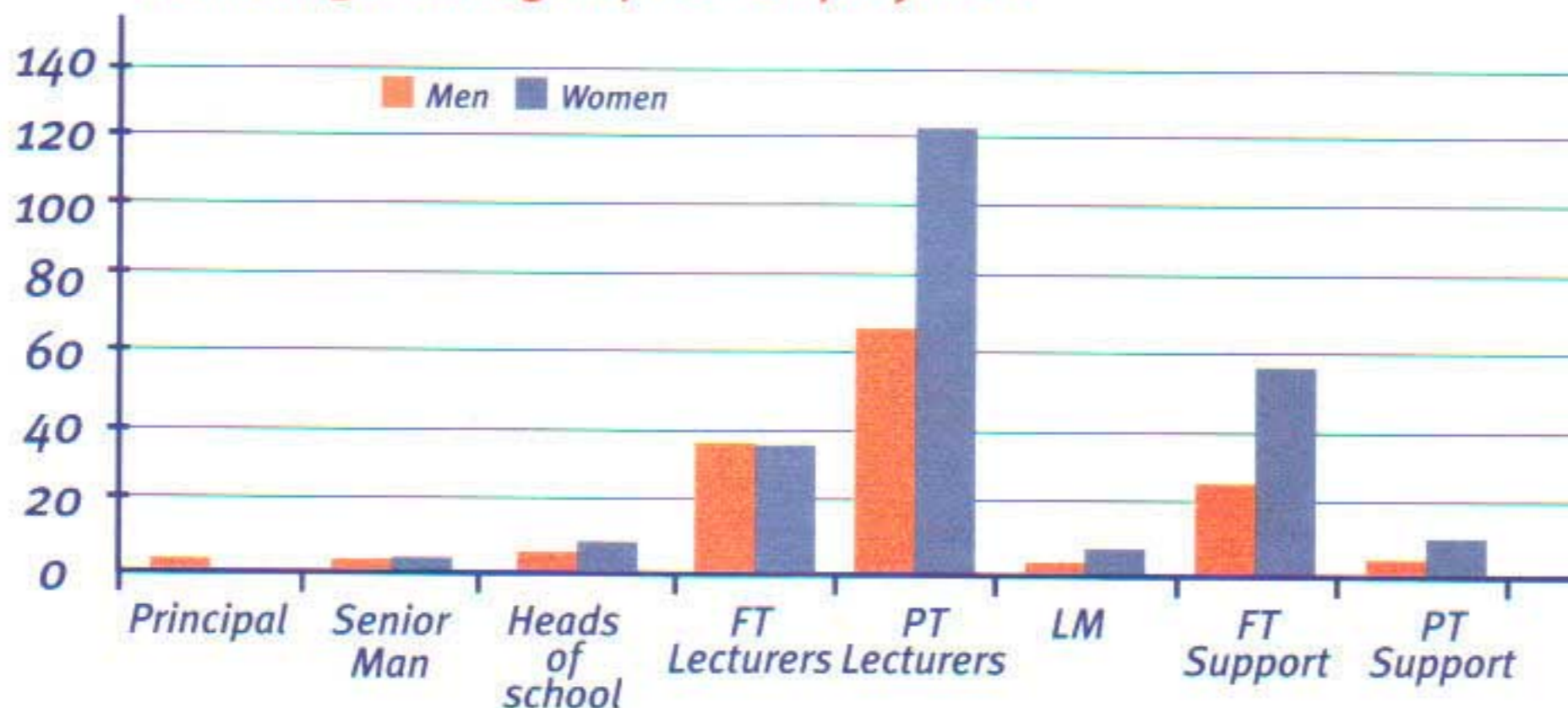
Management

Category	M	W	Total	% Women
Senior	60	33	93	35.5
Middle	62	243	305	79.7
Supervisory	147	1160	1307	88.8%
Basic	267	1824	2091	87.2

Fermanagh College of Further Education

Category	M	W	Total	% Women
Principal	1	0	1	0
Senior Management Team	2	2	4	50
Heads of School	3	7	10	70
Full-time lecturers	36	35	71	49
Part-time lecturers	68	124	192	65
Line Managers (support)	2	4	6	66
Full-time support	25	56	81	69
Part-time support	1	10	11	91
Total	138	238	376	63

Fermanagh College of FE - Employment



Western Education and Library Board

Employer	Total	Men	Women	CEO/Manager
WELB	6143	1548	4595	M

Private Sector Employment

Employer	Men	Women	CEO/Manager
BT Call Centre	153	28	W
Ferne Foods	65	83	N/A
Quinn Direct	61	13	M
Fisher	230	10	M

ECONOMIC DEVELOPMENT ORGANISATIONS

Fermanagh Enterprise Limited

Fermanagh Enterprise Limited was set up in 1995 to strengthen the economy of Fermanagh through encouraging, assisting and advising individuals and groups in undertaking opportunities for enterprise development.

Three of the Board members represent Fermanagh District Council. Membership term is for one year.

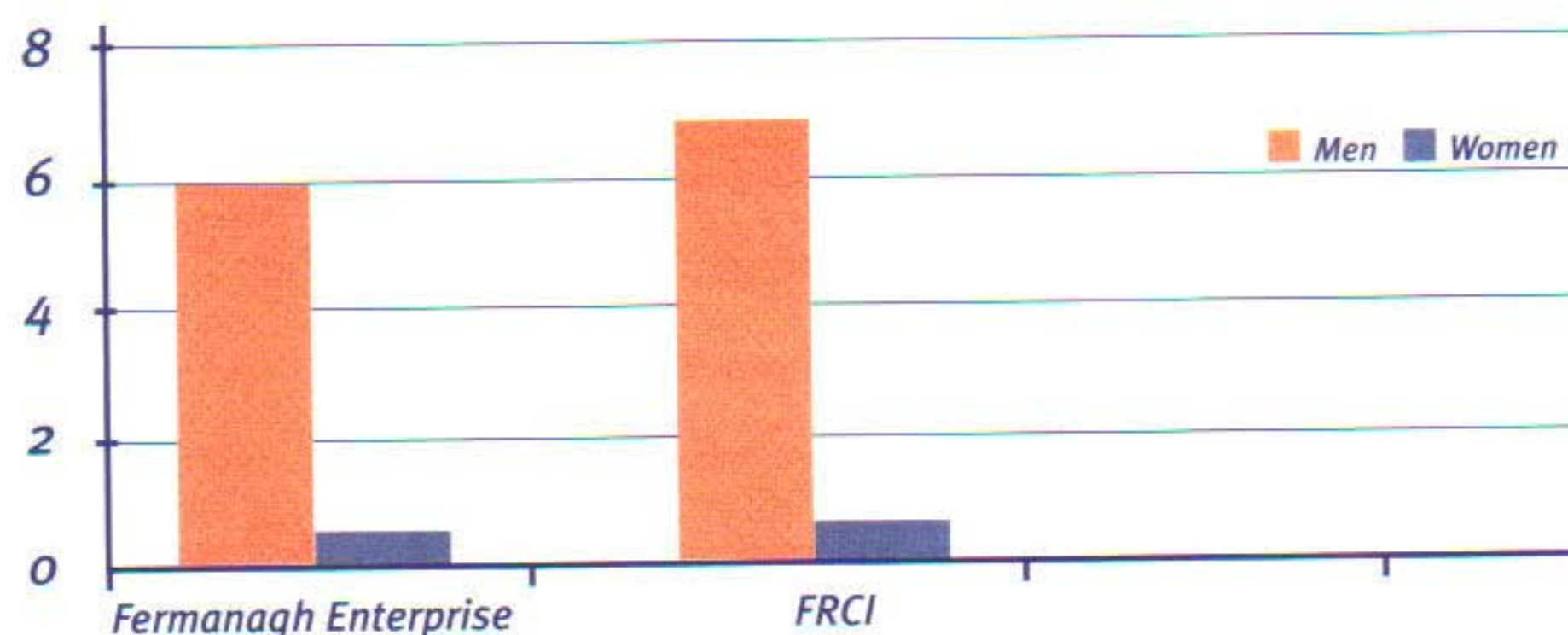
	M	W	Chair	Childcare/Carer's allowance provision
Fermanagh Enterprise Limited	6	1	M	None

Fermanagh Rural Community Initiative

The Fermanagh Rural Community Initiative is a voluntary organisation set up to alleviate unemployment in Fermanagh. This is carried out through the delivery of directed training and work placements. The organisation is run by a voluntary Board of Directors

	M	W	Chair	Coordinator	Childcare/Carer's allowance provision
Fermanagh Rural Community Initiative	7	1	M	M	None

Economic Development Organisations



UNIONS

Transport and General Workers Union

The Transport and General Workers Union (TGWU) was founded in 1922. It is made up of four industrial sectors; food and agriculture, manufacturing, services and transport. There is also a sector dedicated to the work of women, race and equality which works right across the organisation to ensure equality of opportunity for everyone in the T&G Union. The local TGWU branch represents members throughout Fermanagh, Tyrone and Donegal. At local level branches are encouraged to ensure women are involved on a proportional basis. At all levels above local, it is compulsory to ensure that women are represented on an at least proportionate basis. Membership is for two years although all representatives are subject to recall anytime by the nominating body.

	Fermanagh Membership		Branch Committee	Chair	Childcare/ Carer Allowances
	M	F			
TGWU	554	111	No local committee	M	Available from regional level upwards. Grants for the provision of facilities are made by prior arrangement. Child care allowances can be claimed for attending Shop Steward courses.

UNISON

UNISON is Northern Ireland's leading trade union, representing over 30,000 workers delivering essential public services in areas such as health; social services; education; local government; private companies providing public services; and the community and voluntary sector. UNISON members in Northern Ireland work in the following areas of employment.

- Health Boards, NHS Trusts, & NHS Agencies
- Education and Library Boards, schools, universities and Colleges of Further Education
- The community and voluntary sector
- District Councils & Government agencies
- Multi-national private contractors and private nursing homes
- Employment agencies and factories with occupational nurses
- Call centres and the water service.

The policy with regard to membership is to look at proportionality as a comparison to total membership. UNISON encourages the sharing of all core posts. Committee members are elected by the union members.

	Omagh/Fermanagh Membership		Branch Committee		Chair	Childcare/ Carer Allowances
	M	W	M	W		
UNISON	306	1255	14	18		Childcare or carers allowances paid for on production of receipts.
	Sperrin/Devenish Membership		Branch Committee		Chair	Childcare/ Carer Allowances
	M	W	M	W		
UNISON	108	399	6	11		Childcare or carers allowances paid for on production of receipts.

NI Agricultural Producers Association

NIAPA is the voice of Farm Family Members. It offers help and support in change management. NIAPA regards all aspects of social life which affect farm family members and rural community as important.

	Fermanagh Membership	Branch Committee		Chair	Childcare/ Carer Allowances
NIAPA	344 (family)	M	W	F	N/A
		4	1		

Ulster Farmers Union

The Ulster Farmers' Union represents farmers and growers in Northern Ireland. Its central objective is to promote their interests both at home and abroad through professional lobbying. The Ulster Farmers' Union takes a close interest in rural affairs and services. It works with politicians (both in the U.K. and internationally) and other groups and organisations to advance rural interests. It has particularly close links with consumer groups, countryside and wildlife bodies, animal welfare organisations and academics. It also focuses on developing access to new markets and encouraging buyers and purchasers to choose home produced supplies.

	Fermanagh Membership	Branch Committee	Chair	Childcare/ Carer Allowances
Ulster Farmers Union	Unavailable at time of going to print.			

Section 3 - CONCLUSIONS

Some conclusions which can be drawn from the findings outlined above are as follows;

- There is a strong conducive policy environment for the promotion of gender equality. International commitments in particular are useful for leveraging government and public sector support for the gender equality agenda. For the most part, local bodies and agencies in Fermanagh are aware of, and sensitive to, the need to be mindful of gender equality responsibilities.
- In Fermanagh, the most significant area of inequality is that of political representation. Despite the high proportion of women active in most political parties (in one, outnumbering men), women are not being fielded as election candidates in a way which is proportional either to their levels of involvement in the parties or the population as a whole. Subsequently there is a highly significant imbalance in the number of women being represented at a political level.
- The political imbalance is particularly important at the local council level where only one of twenty three councillors is a woman. Over the last twenty years, the highest number of women representatives on Fermanagh District Council has been two women out of twenty three (which was for one four-year term). The remainder of the time, the representation has either been one or zero women.
- The under-representation of women at local council level has added significance. By virtue of their positions, district councillors hold reserved places on for example, the Western Education and Library Board, Western Health and Social Services Council and the Local Strategy Partnership. Attempts by these bodies to achieve a gender balance will be compromised by the regulations on structure which restrict a significant number of places for district councillors.
- The 57:43 % ratio on Fermanagh Youth Council is an encouraging indication of how local democracy could be shaped and also suggests that there is potential amongst younger women to run for political office.
- In the area of education, the under representation of women on decision making bodies is significant given the high levels of women employed in this sector. For example, 75% of the 6143 WELB employees are women, 25% men, yet the Board comprises 12 women and 23 men; 34% women. Similarly, 63% of the employees of Fermanagh College of Further Education are women (including 50% of its senior management team) yet women have 31% representation on the Board.
- Men hold the most senior posts in all the major statutory bodies in the Fermanagh and Western areas including the Western Health and Social Services Boards, the Sperrin and Lakeland Health and Social Care Trust, the Western Education and Library Board, the Fermanagh College of Further Education and Fermanagh District Council. The exception is the Western Health and Social Services Council where the Chief Officer is a woman.
- The Board of the Sperrin Lakeland Health and Social Care Trust achieves a gender balance when Executive and Support/Service Directors are coupled with non-executive board members. Health and social work is the single biggest category of employment for women in Fermanagh (accounting for 24% of women in employment) and the composition of the Board suggests that this is beginning to be reflected at a senior level in the Trust. In terms of employment, 36% of those in senior management are women and 80% of those in middle management. The SLHSCT also runs a summer scheme for the children of its staff.

- In the community and local development sectors, there is little formal policy on the issue of gender equality. No organisation who participated in the study had a written policy. Some referred to having informal guidelines and being mindful of both gender and religious/political balance on their committees. Some had been pro-active in attempting to achieve a gender balance on the Board.
- Again, in the community and local development sector, there is a wide range of practice in the county with regard to the provision of child/elder care to enable people with caring responsibilities to attend meetings. Much good practice was highlighted such as the provision of 'barrier payments' and most organisations which pay child/elder care repay actual costs rather than provide allowances. However, a considerable number of organisations do not provide any child/elder care support costs. In the public sector, policy in this area is determined at a regional level by government departments.
- The area of childcare is overwhelmingly dominated by women. With a few exceptions, women assume responsibility for running community based childcare (on a voluntary basis) throughout the county. This takes the form of playgroups, after schools clubs and full day care, providing the county with 1121 childcare places. 100% of the registered childminders and 99% of childcare workers in the county are women.
- For the most part, women and men in Fermanagh occupy traditional areas of employment. This pattern is also reflected in student uptake at Fermanagh College which suggests that this trend is likely to continue.
- In employment within the public bodies included in the study, with the exception of Fermanagh College of Further Education, women remain significantly over represented in the clerical/administration areas and underrepresented at senior management level.
- Where women and men are placed in employment in the county suggests that there is a significant gender pay gap in the county (women's gross hourly earnings compared to men's).
- Where part time employment options are available, it is women, in the main, who avail of these options.
- Many organisations do not record data on a gender basis. Some areas are absent from this study either because statistics are not routinely recorded or not recorded on a male/female basis.

Concluding Comment

This baseline study provides a useful starting point in outlining where women and men in County Fermanagh are placed. In doing so, it raises a number of interesting questions such as: Why are women, active in political parties, not being fielded as candidates? What positive actions do political parties need to put in place to support women candidates? What are the barriers which prevent women from accessing senior decision making positions in employment in key agencies in the county? What are the factors which contribute to the success of the Shadow Youth Council?

In taking the findings of this study and using them to identify priority areas for action in a Fermanagh Gender Equality Strategy, it will be important to bear in mind the discussion on gender equality at the beginning of this document. Gender equality work is not just about increasing the numbers of women on decision making bodies; it is about bringing an analysis of gender inequality to bear on the agenda of organisations. An understanding of why gender inequality has come about and continues to persist is central to the success of any gender equality strategy. The development of formal written policies which reflect this analysis will be key to success, as will the discussions which lead to the development of these policies. The debate has only just begun'.

Appendix 1 - ANTI-DISCRIMINATION LEGISLATION

The main pieces of equality legislation in Northern Ireland which address the issue of sex discrimination are:

- Equal Pay Act (Northern Ireland) 1970 (amended 1984)
- Sex Discrimination (Northern Ireland) Order 1976 (amended 1988)

The Equal Pay Act (NI) 1970 provides for equal pay between men and women by giving a woman the right to equality in the terms of her contract of employment where she is employed on work similar to that of a man or work rated as equivalent to that of a man or work of equal value to that of a man. The Act applies equally to men and women of all ages and its purpose is to eliminate discrimination between men and women in pay and other terms of their contracts of employment.

The Sex Discrimination (Northern Ireland) Order 1976 (SDO) makes it unlawful to discriminate (defined as 'receiving less favourable treatment') against an individual on the grounds of his or her sex in the fields of employment, training and related matters, education, the provision of goods, facilities and services, and the disposal and management of premises. The Order also makes it unlawful to discriminate against married persons in employment.

Appendix 2 - EU AND UN COMMITMENTS TO GENDER EQUALITY

EU Commitments

- Articles 2 and 3 of the Treaty of Amsterdam (1999). The Amsterdam Treaty recognises equality for women as a basic democratic principle and all policies of member states are obliged to incorporate an equal opportunity dimension. While these articles do not create legally enforceable rights for European women, they do represent a Treaty-based political commitment to gender mainstreaming which the Commission has cited as both legal authority and "political cover" for its subsequent proposals.
- The delivery of EU Structural Funds (including Peace II) is guided by cross cutting themes known as horizontal principles. One of these is Equal Opportunity. Groups applying to EU Structural Funds are expected to demonstrate how their project addresses the horizontal principles. In other words, all measures and interventions should openly and actively take into account the situation of women and men.
- In the last 20 years, the EU has adopted a series of Action Programmes to finance trans-national initiatives on gender equality. The current Action Programme has a budget of 50m and will end in 2005.

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination.

By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including:

- to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;
- to establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and
- to ensure elimination of all acts of discrimination against women by persons, organisations or enterprises.

The Convention provides the basis for realising equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life. Parties agree to take all appropriate measures, including legislation and temporary special measures, so that women can enjoy all their human rights and fundamental freedoms.

Countries that have ratified the Convention are legally bound to put its provisions into practice. They are also committed to submit national reports, at least every four years, on measures they have taken to comply with their treaty obligations.¹⁸ In addition, the UK acceded to the Optional Protocol on 17th Dec 2004 which means that individuals and groups of women have the right to complain to the Committee on the Elimination of Discrimination against Women about violations of the Convention.

The Beijing Declaration and Platform for Action

The Beijing Declaration and Platform for Action is an international commitment to the goals of equality, development and peace for women everywhere and identifies 12 'critical areas of concern' which are considered to be the main obstacles to the advancement of women.

The 12 areas for action are as follows:

1. The persistent and increasing burden of poverty on women
2. Inequalities and inadequacies in and unequal access to education and training
3. Inequalities and inadequacies in and unequal access to health care and related services
4. Violence against women
5. The effects of armed or other kinds of conflict on women, including those living under foreign occupation
6. Inequality in economic structures and policies, in all forms of productive activities and in access to resources

¹⁸<http://www.un.org/womenwatch/daw/cedaw/>

7. Inequality between men and women in the sharing of power and decision-making at all levels
8. Insufficient mechanisms at all levels to promote the advancement of women
9. Lack of respect for and inadequate promotion and protection of the human rights of women
10. Stereotyping of women and inequality in women's access to and participation in all communication systems, especially in the media
11. Gender inequalities in the management of natural resources and in the safeguarding of the environment
12. Persistent discrimination against and violation of the rights of the girl child

Appendix 3 - **ADDITIONAL ELECTION RESULTS**

The 1973 Assembly came about as a result of the Sunningdale Agreement. This was to establish a power sharing executive, composed of nationalist and unionist parties.

The 1975 Constitutional Convention was established to consider “what provisions for the government of Northern Ireland is likely to command the most widespread acceptance throughout the community there”. The 78 members were elected on the same basis as the 1973 Assembly, with the same distribution of members among the 12 parliamentary seats.

The 1982-86 Northern Ireland Assembly was set up to shift the political deadlock that had lasted since the fall of the power-sharing Executive in 1974. The ‘Prior’ Assembly was an outcome of a proposal by Secretary of State, James Prior, the idea being one of ‘rolling devolution’, that an NI Assembly would initially be given limited, consultative powers.

The elections of May 30, 1996 were for delegates to the peace talks and to the Northern Ireland Forum which ran in parallel with the two-year talks process. Each of the 18 constituencies elected five representatives from closed party lists using the d’Hondt formula. In addition, each of the ten parties with the most votes across Northern Ireland elected another two representatives. The total number of potential delegates/Forum members was thus 110.

Appendix 4 - FERMANAGH DISTRICT COUNCIL ELECTION INFORMATION ON ELECTORAL WARD BASIS

2001

Electoral Ward	Candidates		Elected Representatives	
	Men	Women	Men	Women
Enniskillen	11	1	7	0
Erne East	7	1	5	1
Erne West	7	0	5	0
Erne North	8	1	5	0
Total	33	3	22	1

1997

Electoral Ward	Candidates		Elected Representatives	
	Men	Women	Men	Women
Enniskillen	10	2	7	0
Erne East	7	3	5	1
Erne West	6	1	5	0
Erne North	7	2	4	1
Total	30	8	21	2

1993

Electoral Ward	Candidates		Elected Representatives	
	Men	Women	Men	Women
Enniskillen	9	1	7	0
Erne East	9	1	5	1
Erne West	9	0	5	0
Erne North	8	0	5	0
Total	35	2	22	1

1989

Electoral Ward	Candidates		Elected Representatives	
	Men	Women	Men	Women
Enniskillen	13	0	7	0
Erne East	10	2	5	1
Erne West	7	0	5	0
Erne North	7	1	5	0
Total	37	3	22	1

1985

Electoral Ward	Candidates		Elected Representatives	
	M	W	M	W
Enniskillen	16	1	7	0
Erne East	13	1	6	0
Erne West	10	1	5	0
Erne North	10	0	5	0
Total	49	3	23	0

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