



Mrs Baker B. 2/10.
 Nil return please
 to Equality Division
 To see if it pl

*7378485
 20/9.*

cc Secretary
 Mr Gibson

25/9

19 September 1995

TO: Mr Hamilton, EC Division
 Mr Lysk, IA Division
 Mr Gamble, SPU
 Mr Patterson, IDB
 Mrs Breslin, T&EA
 Mrs Godfrey, NITB
 Mr Wolstencroft, IRTU
 Mrs Pyper, LEDU

Mr Hanrahan
I cannot see anything
relevant in this document with
the you agree, and you
give a nil return to Mrs Edmund!

FROM: Aileen Edmund
 Equality Division

**MINISTERIAL SUB-COMMITTEE ON WOMEN'S ISSUES [EDH(W)]
 QUARTERLY RETURNS**

*W
 2/9*

1. I am writing to ask for your Quarterly Returns for the period 1 July 1995 to 31 December 1995 (ie looking back over the third quarter of 1995 and forward to the fourth quarter).
2. Returns should highlight major items of interest which are normally placed under one of three categories:
 - (i) Initiatives by Departments as Employers and in Public Appointments.
 - (ii) Initiatives in Public Policy.
 - (iii) Initiatives to encourage others.

If you have any doubts about the suitability of items for inclusion in the return or require further information, please do not hesitate to contact me.

3. As before I should be grateful for details of "good news" stories highlighting positive achievements which could be referred to by the Minister in future speeches. I am also keen to include any information which you may have on the impact of the 'Peace Dividend' on policies affecting women.
4. Replies including Nil Returns to Graeme Houston in Equality Division by Friday 6 October 1995 please.

Aileen Edmund

AILEEN EDMUND

NEQ0775JW



DEPARTMENT OF ECONOMIC DEVELOPMENT
 An Equal Opportunities Organisation

MINISTERIAL SUB-COMMITTEE ON WOMEN'S ISSUES

Quarterly Return (1 January 1995-30 June 1995)

1. Initiatives by Departments as Employers and in Public Appointments

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|----------------------------|--|
| January 1994-
Ongoing | Feedback to key personnel on Research on the culture of the Northern Ireland Civil Service and how it might impact on equality of opportunity at senior level. A summary of findings issued to staff and a series of seminars will begin soon to give further feedback throughout Departments. |
| May 1994-Ongoing | DOE introduced a Pre-School Nursery Subsidy Scheme, initially on a pilot basis. Evaluation shows it has offered good value for money and is to be continued. |
| September 1994-
Ongoing | DANI introduced, on a pilot basis, a scheme to provide emergency cover to staff whose normal childcare arrangements have broken down. The Scheme is due for evaluation shortly. (See also Good News - Annex B.) |
| January 1995 | NIO published a Departmental Action Plan on its Employment of women setting out its policy on a range of equal opportunity issues and a plan for further action. Copies of the report issued to NICS staff in the NIO. |
| January-June 1995 | Training programme for NICS staff involved in the investigation of formal complaints of harassment including sexual harassment. |

January 1995-Ongoing	Most Departments produced packs containing information for staff on maternity/paternity leave and contacts for pre-school childcare.
February 1995	Equal Opportunity Awareness Training. Commencement by NIO of a programme of awareness seminars for all NICS/HCS staff at SO/HEO grade and above.
February-March 1995	Appointment of contact officers within DOE will allow those experiencing harassment an additional source of information.
February 1995-Ongoing	DOE, in conjunction with the local branch of Industry Matters, is developing a schools outreach programme to encourage women into non-traditional areas of work.
March 1995	DED began a programme of equal opportunities awareness training for all its Grade 7 and above staff. This is designed to raise awareness of equality legislation and the types of issues raised at industrial tribunals.
March 1995	Consideration of the appropriateness of part-time working in the Prison Service.
April 1995	Progress report on the Action Plan on the Employment of Women in the NICS has been prepared by DFP.
April 1995	Inclusion of an equality module in induction packages for new recruits to the T&EA.
April 1995	Baroness Denton, Sir Patrick Mayhew and Lady Mayhew all adopted 'daughters' for Take Our Daughters to Work Day.

April 1995	NICS Departments took part in Take Our Daughters to Work Day with over 250 girls participating.
June 1995	DENI appointed consultants to carry out research into the barriers (real or perceived) to the progression of women teachers to higher posts in schools. The project is to begin in August.
June 1995	Appointment of Dr Lucinda Blakiston-Houston as Chair of the new Blood Transfusion Agency for Northern Ireland.
June 1995	Appointment of Miss Stephanie Irwin as Chair of the new Regional Forum on Domestic Violence.
June 1995	Appointment of Mrs Mary Breslin to the Board of LEDU bringing the level of female representation to 40%.
Ongoing	Inclusion of sexual harassment as a disciplinary offence within revised Code of Discipline in the Prison Service.

MINISTERIAL SUB-COMMITTEE ON WOMEN'S ISSUES

Quarterly Return (1 January 1995-30 June 1995)

2. Initiatives in Public Policy

January 1995

T&EA established an Equality Unit to ensure the co-ordination and progression of Equality initiatives by the Agency. Systems and practices have been set up to monitor and evaluate provision for women on Agency programmes and, where appropriate, redress imbalances.

January-March 1995

The Equality Sub-Group of the T&EA has been strategically addressing a number of key areas such as occupational stereotyping and the receptiveness of women to Agency programmes.

February 1995

DOE announced proposals to revise the licensing structure for the taxi and private car hire industry. This should result in improved safety and security for women passengers.

March 1995

Domestic Violence Publicity Campaign to raise public awareness, to warn perpetrators that domestic violence is unacceptable and to make victims aware that help is available. Funded by NIO, DHSS and the Northern Ireland Women's Aid Federation.

March 1995

The Employment Protection (Part-time Employees) Regulations (Northern Ireland) 1995 removes from employment protection legislation the distinctions based on the number of hours worked. In future part-time employees, the majority of whom are women, will qualify for employment rights on the same basis as full-time workers.

March 1995 Launch of Making Belfast Work policy statement which includes the specific objective of promoting opportunities for women to enter the labour market. The strategy will result in continued support and financial assistance for women's issues within target areas.

April 1995 Introduction by T&EA of the Jobskills Quality Management System (JQMS) for training organisations. JQMS consists of a number of quality standards including equality of opportunity.

April-June T&EA has commissioned the development of a strategy for implementing a range of childcare (including playcare) initiatives to support employment and training.

May 1995 LEDU's Corporate Plan was presented to the Minister for approval. One of its objectives is to increase the number of business start applications from women by 10% over a five year period.

June 1995 Creation and launch of a Regional Forum on Domestic Violence which will bring together Government Departments, public Agencies and voluntary organisations to co-ordinate their work.

June 1995 Publication by DHSS and NIO of the Inter-Departmental policy statement "Tackling Domestic Violence". It identifies 4 central aims which public bodies in Northern Ireland are expected to pursue including raising public awareness of domestic violence as a serious problem, challenging those who perpetrate or condone it, improving support and treatment services for the sufferers, and building a clearer picture of the nature and extent of domestic violence.

MINISTERIAL SUB-COMMITTEE ON WOMEN'S ISSUES

Quarterly Return (1 September 1994-31 March 1995)

3. Initiatives to Encourage Others

- January 1995 Dr A S Neville of LEDU has been allocated specific responsibility for women's issues within the organisation.
- January 1995 Baroness Denton launched EOC/Chief Executive Forum report on Gender and Equality in Public Sector and attended a photographic exhibition which was part of "Armagh Together Week" and met with Women Members of Chief Executives Forum.
- January 1995 Lady Mayhew opened the "Armagh Women" photographic exhibition at the start of Armagh Together Week.
- January-March 1995 Lady Mayhew met representatives of women's groups in Armagh, Ballymoney, Bangor, Coleraine, Downpatrick, Newry, Omagh and Strabane to discuss the organisation of Women's Festival Days in the towns.
- January-March 1995 DANI in conjunction with East Down Institute ran a course on Agri-tourism Marketing attended by 10 farmers wives. In addition they ran a computerised farm records course attracting 25 women during the same period.
- January-March 1995 T&EA has had discussions on the possibility of producing 'role model' Women Managers to assist companies create the conditions for Women Managers to achieve their full potential and promote learning in the area of equality of opportunity.
- January-March 1995 T&EA co-funded with the Royal Academy for Engineering and local Engineering Companies an "Insight into Engineering" programme for girls.

January-April 1995 DANI organised meetings and training courses for business skills and finance for womens groups made up of farmers wives in Cookstown, Omagh and Seskimore and for Country Markets Members.

February 1995 Baroness Denton hosted a reception for the UK Federation of Business and Professional Women at Hillsborough Castle and visited the Women's Information Centre in Belfast.

February 1995 Lady Mayhew attended a Women's Information Day in Belfast to discuss "Women into Politics".

February 1995 A fact-file on 'Women in Sport' was circulated by the Sports Council for Northern Ireland.

February 1995 Baroness Denton and EC Commissioner for Regional Policy, Wulf Mathies, attending meeting with women on EC programmes and funding.

March 1995 Northern Ireland Women's Aid Federation (grant-aided by DHSS) launched a 24 hour telephone hotline offering advice, support and practical information to those affected by or working against domestic violence.

March 1995 The first awards were made from the Early Years Development Fund. Over 50 regional and local projects received grants totalling £381,000.

March 1995 The first Festival of Women Day organised by Lady Mayhew was held in Enniskillen to coincide with International Women's Day.

March 1995 Lady Mayhew met with delegates who attended the "Reaching Common Ground" Conference in Boston in 1994.

March 1995 T&EA produced new promotional material for its training centres including a brochure and poster aimed specifically at women.

March 1995 The T&EA Chief Executive hosted a lunch for women's community groups offering an opportunity for the exchange of views on issues such as the provision of childcare and single sex training. Further meetings are planned.

March 1995 Lady Mayhew launched "Role Model Week" at St Mary's Girls' Secondary School in the Creggan, Londonderry.

April 1995 The Making Belfast Work Action Plan for 1995/96 includes a programme for women returners to prepare them for return to work or more advanced training, a women's business initiative encouraging women to consider self-employment, a women's health programme, a school-girl pregnancy project and an Outreach Aftercare Centre for Victims of Domestic Violence.

April 1995 Baroness Denton met with the Women's Group of the Chief Executive's Forum.

April 1995 Visit by Lady Mayhew to the NISBI Women in Enterprise Programme.

April 1995 Lady Mayhew attended reception at Hillsborough Castle for representatives of the Steering Groups organising Festival of Women Days across Northern Ireland.

May 1995 Baroness Denton spoke to an All Female Forum for school leavers in Armagh and was a guest speaker at the All-Ireland Soroptimist International Conference in Portrush.

May 1995

Launch of Report on Dementia Services in Northern Ireland by DHSS - the recommendations of which have been adopted as the basis of policy in this area.

The report places strong emphasis on the need to support carers (the majority of whom are women) through access to good quality information, advice and counselling, the need for a range of flexible support services and respite care as needed.

May 1995

First meeting of Regional Forum on Early Years, chaired by DHSS. The Forum aims to bring together key people from the statutory, voluntary and private sectors to co-ordinate efforts to develop pre-school and out-of-school services for children up to 12.

May 1995

Establishment of a Centre for Women's Studies at Queens University, Belfast; to encourage, develop and manage interdisciplinary teaching programmes in Women's Studies. A programme of lectures and seminars will be arranged and international speakers will be invited to attend.

May 1995

DANI courses on VAT and Farm accounts for groups in Antrim and Banbridge.

May 1995

Lady Mayhew held a number of meetings with women during May including women involved with the Reaching Common Ground Conference.

May 1995

Baroness Denton had a working breakfast with the International Women's Forum in Chicago.

May-June 1995

Festival of Women Day's organised by Lady Mayhew in Bangor, Magherafelt and Omagh.

June 1995

Launch of Communities in Action Programme by the International Fund for Ireland which includes support for the personal and social development of women.

June 1995

Baroness Denton spoke to the European Union of Women on business opportunities in Northern Ireland.

June 1995

Lady Mayhew met representatives of women's groups in Antrim, Cookstown and Dungannon to discuss the organisation of Women's Festival Days in the towns and visited Derry Women's Centre, Derry Well Women's Centre and Faughanside Mother and Toddlers' Group.

Ongoing

PEACE DIVIDEND

Discussions are continuing between officials and the European Commission on the implementation of the peace and reconciliation initiative. Government is keen to see the community sector in general and women's groups in particular, benefit from it and is encouraging these groups to take advantage of opportunities which may arise.

There is an increasing awareness among women of the need to have a voice and put across their views and hopes for the future. A number of conferences and meetings have been held and more are planned.

NIO sponsored a conference entitled "Women, Politics and the Ways Forward" in June.

GOOD NEWS ITEMS

DANI

EMERGENCY CHILDCARE COVER

DANI has developed a scheme which offers emergency cover to staff whose childcare arrangements have unexpectedly broken down. A number of places have been reserved in a private registered nursery in Belfast and can be called on as required. Staff using the facility pay approximately 75% of the standard daily fee. The scheme is operating on a pilot basis for 3 months and will then be evaluated and reviewed at the end of August.

DOE

WOMEN'S REFUGES

Ulidia Housing Association opened a 17 Unit refuge in Bangor in May 1995 while Down and Connor Housing Association opened a 21 Unit refuge in Belfast in May 1995.

PRE-SCHOOL NURSERY SUBSIDY SCHEME

In May 1994 a Pre-school Nursery Subsidy pilot scheme was introduced for staff. Thirty subsidies were made available Province-wide. Demand was so overwhelming that selection was made on a random basis from applications received. Evaluation of the scheme showed that it offered good value for money and it is to be continued.

BELFAST WOMEN'S TRAINING SERVICES (BWTS)

BWTS was presented with a highly commended award at the UK Adult Learners Awards Ceremony in London in May 1995.