



TWN GENDER-PROOFING CHECKLIST

TWN is a consultee under the provisions of Section 75 of the Northern Ireland Act 1998, which is to assess the impact of policy on specific groups regarding equality. TWN comments on policy development in the area of equality between men and women, while contributing to consultations in other areas. With regard to gender issues, the following are key points of policy the absence of which indicates a disadvantage to women.

- Women bear the main responsibility for childcare: Any policy that does not include the provision of childcare disadvantages women in terms of participation
- Women bear the main responsibility for other caring roles, such as elder care and care of disabled family members: Any policy that does not include provisions for respite care arrangements or arrangements for temporary care of family members disadvantages women in terms of participation
- Women bear the main responsibility for the care and administration of domestic life: Any policy that does not incorporate some form of flexible working enabling participation that is responsive to personal circumstances disadvantages women
- Men tend to be given priority in the allocation of household resources, including means of transport: Any policy that does not ensure sufficient transport arrangements, particularly in rural areas, excludes women
- Statistics indicate that women constitute the larger proportion of older people in society, the ratio increasing the greater the age: Any policy that disadvantages older people not only constitutes age discrimination, but also gender discrimination
- Many areas of policy development include some form of consultation or advisory body or forum: Any body that does not have a significant proportion of women, with sufficient financial support, does not represent the interests of women
- Consultation processes are often restricted to a policy document available for comment: Any consultation process that does not take steps to sufficiently access the opinions of women does not represent women's views
- Women constitute more than half of the population, which includes constituting more than half of other disadvantaged groups, indicating multiple disadvantage for women in those groups: Any policy or legislation that subsumes the category of 'women' into other categories or generalisations or does not gender-proof each individual group ignores the multiple disadvantages women experience and therefore discriminates against women

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