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Special session of the United Nations General
Assembly, Women 2000: Gender equality,
development and peace: a global challenge

UN questionnaire to governments on the
implementation of the Beijing Platform for
Action

Report of Ireland

Nat

period of the plan. This will facilitate expansion of the Equal Opportunities Childcare Programme and support new initiatives, including the development of childcare networks and

Government has decided that the Department of Justice, Equality and Labour is responsible for co-ordinating childcare over the course of the Plan currently establishing structures at national and local level which of the statutory and non-statutory sectors

the development of childcare policy, the Government established an *Expert Group on Childcare* to devise a national childcare framework. The Group reported in February, 1999 setting out a comprehensive national childcare strategy covering a range of areas including supports for providers and parents, regulations, employment, training, qualifications and co-ordination. The Government has established an Interdepartmental Committee to evaluate, cost and prioritise the proposals for childcare proposals in the Government's *Action Programme for the Year 2000* and the *Reports of the Commission on the Family* and the *National Forum for Early Childhood Education*. The Committee has reported to Government and the Government approved funding for the support of childcare provision amounting to IR£46.4 million per annum (including the funding in the National Development Plan).

3. Equality Legislation

Employment Equality Act, 1998

The *Employment Equality Act, 1998* came into operation on Monday, 18 October, 1999. The Act prohibits discrimination in relation to employment, including pay, on nine distinct grounds - gender, marital status, family status, sexual orientation, religious belief, age, disability, race and membership of the traveller community. The Act covers employees in both the public and private sectors as well as applicants for employment and training.

Equal Status Legislation

The *Equal Status Bill, 1999* deals with discrimination on the same nine grounds as the *Employment Equality Act, 1998* in the provision of goods and services, accommodation,

whether provided by the State or by the private sector, will be covered. It is expected that equal status legislation will be enacted in early 2000.

Enactment of the legislation will enable withdrawal of a reservation to the Convention on the Elimination of All Forms of Discrimination Against Women.

Equality Infrastructure

A new infrastructure has been put in place to underpin enactment of equality and anti-discrimination legislation. The infrastructure consists of two bodies, the *Equality Authority*, which replaced the *Employment Equality Agency*, and the *Office of Director of Equality*, which replaced the *Director of Equality*. The result of the bodies will be provided beyond the employment equality legislation.

Gender mainstreaming

Under the regulations governing the EU Structural Funds for the period 2000-2006 Member States are required to use the Funds, inter alia, to promote equality of opportunity between women and men. This requires policy makers to take into account the gender impact of policy and programmes at the planning, design and implementation stages across the Structural Funds.

The *National Development Plan 2000-2006* incorporates the principle of mainstreaming across the Plan. This represents a new development in that the gender effects of policy proposals and programmes will be assessed at the implementation in a broad range of policy areas including infrastructure investment, human resources and regional development. The Department will monitor and evaluate gender outcomes across

Equal Opportunities Promotion and

To support the achievement of this objective a *Monitoring Unit* has been established within the Department of Justice, Equality and Law Reform to assist Government Departments and State Agencies to gender mainstream their policies and programmes. The Department also has responsibility for a positive actions budget targeted at women and for implementation of a Childcare Sub-Programme referred to above over the period 2000-2006.

The *National Employment Action Plan 1999* also includes a commitment to a gender mainstreaming policy. The Department of Justice, Equality and Law Reform has a pivotal role in assisting Government departments to meet their obligations to promote equal opportunities under the EU Employment Guidelines.

Gender mainstreaming is well advanced in Ireland's aid programme and health policy.

Gender mainstreaming in the National Development Plan, 2000-

The *National Development Plan 1994-99* set out the Government's strategy for economic proofing and was seen as an important step towards a national gender

The *National Development Plan 2000-2006* will involve an investment of IR€40 billion in 1999 prices of public, EU and private funds over the period of the Plan. The NDP is designed to build on recent economic success of the country and to ensure that the high rate of economic growth and strong performance plan is based on the foundations of continuing employment needs of the country. A crucial challenge is the better fits and foremost on the d

- Acknowledgement of the impact of equal opportunities between women and men in spending on infrastructure and productive investment;
- Provision of project gender impact assessment across the whole Plan;
- Requirement that indicators will include sex differentiated outcomes where the nature of the measure warrants it;
- Commitment to ensure gender balance on monitoring committees;
- Establishment of an equal opportunities and social inclusion co-ordinating committee;
- Childcare investment of £250 million to help parents, particularly women, to balance their work and family commitments;
- An equal opportunities measure focused on the needs of women returning to the labour market, tackling vertical and horizontal segregation, promoting family friendly working arrangements and women in decision making;

As the lead department with responsibility for equal opportunities between women and men the Department of Justice, Equality and Law Reform will be involved in the implementation of the above commitments across the six operational programmes of economic and social structure, productive investment, employment and human resources development, rural development, social development (2 programmes) and peace.

National Anti-Poverty Strategy was launched in April 1997. The Strategy sets out to reduce poverty and social exclusion both in general terms and in a number of key policy areas. These are unemployment, income adequacy, educational disadvantage, disadvantaged urban areas and rural poverty.

The implementation of the Strategy is supported by the Social Partners and a Cabinet Committee chaired by the Prime Minister, which is a key agent in ensuring that policies have a high priority on the political agenda.

The global target of the Strategy aimed at considerably reducing the numbers of those consistently poor, from 9%-15% of the population to less than 5%-10% over the ten year period 1997 to 2007. Recent published data shows that this global target has been virtually achieved. Substantial progress has also been made in achieving some of the other main targets set down in the Strategy.

The current economic position in Ireland is substantially different to that existing at the time the original targets were drawn up. In the light of progress made over the past 2 years,

the Government agreed ambitious new targets to reduce consistent poverty to less than 5% of the population by 2007. These targets are based on the current unemployment rate of 11.5% and the current poverty rate of 11.5%.

It is also recognised that women, in both urban and rural areas, can experience particular problems arising from poverty and marginalisation and that women's groups and community groups have an important role in tackling these problems. Particular emphasis is placed on disadvantaged women.

support for community-based initiatives targeted at

to enable each person to achieve her/his potential and the means whereby

Education
The fundamental aim of the Irish educational system is to develop the individual to his potential as a human being. The Education Act 1998 provides for the promotion of equality of access to and participation in education.

The Act specifically provides for equal access to all forms of education and courses of study and equal opportunities between female and male students and staff.

of Education and Science to

Education Act 1998, it is the policy of the Department to

stream gender equality.

to move from perceived gender neutral to gender visible in all areas of education.

to introduce a gender perspective into the planning and design stages of all curricula, syllabuses, programmes and into all actions undertaken by the Department.

- to move from dispersed unrelated actions to strategies promoting integration of gender
- to develop models of good practice

to the

Under the National Development Plan technical assistance will be provided to the Department of Education and Science to fund a dedicated Equality Unit.

of perspective into all areas of the educational system and higher education networks.

tion for the process of mainstreaming a gender perspective in management in particular, action will be undertaken to ensure that disadvantaged women will be encouraged

The *Women's Health Council* was established in accordance with a recommendation contained in the Plan. The Council has as its main functions:

- to develop a centre of expertise on women's health;
- to evaluate the success of the Plan for Women's Health 1997-1999 in meeting its objectives and
- to advise the Minister for Health and Children on women's health issues generally.

The Council is representative of a wide range of interests concerned with women's health, including the National Women's Council of Ireland, members of the professions closely

Reproductive health

recent years, the total fertility rate (TPFR) was 1.84 in 1996 and 1.92 in 1997. The TPFR increased to 1.92 in 1997.

The area of reproductive health in Ireland has changed rapidly. Changes relate to the sharp decline in the Irish birth rate as women are controlling their fertility. In 1995 the Total Fertility Rate (TPFR) was 1.84 which is below population replacement level of 2.1. This trend shows a slight reversal of this trend, with

Provision of Family Planning services

Foundation for the Development of a national policy on family planning was set up in 1997. The aim of the Foundation is to ensure that all women have the freedom to decide the number and timing of their children.

Family planning has been developed and implemented. It is important that all individuals should have the freedom to decide the number and timing of their children.

general practitioner to holders of a medical card.

Family planning services are available free of charge from a general practitioner (G.P.) or a family planning clinic, on the basis of a medical card (conferring them, on the basis of a means test, without charge).

Additional funding has been provided for the development of family planning counselling services.

Strategies employed may include the use of the contraceptive pill, condoms, etc. Women are equipped with the knowledge and skills necessary to enable them to take a responsible approach to relationships and so minimise the likelihood of unwanted pregnancy in the future.

Women in decision making

Political and public life

In Ireland we now have our second successive directly elected woman President. In five candidates Presidential in 1997 were women. They were all very strong candidates on the basis that they were women, but due to their achievements in the political,

legal spheres. However, the fact that Ireland now has its second woman President is, of itself, no particular cause for complacency in the effort to ensure the greatest possible participation of women in all areas of economic, social and political decision making.

In Ireland, as in most other EU Member States, with the exception of the Nordic countries, the number of women in parliament remains below the level that anyone would reasonably

Parliament were held by 3.25 %.

the European parliament was a percentage of successful result, when women got

Following the 1997 general election 12% of seats in the women. As a result of by-elections this figure has increased

The percentage of female candidates for the 1999 election down on the previous election, at just over 19%. However, candidates increased to just over 33%, an increase on the 26.8% of the seats.

Since the introduction of Government policy on gender balance of State boards the number of women members has increased to 27% (September 1999) from 15% in 1993.

Economic life

The proportion of women in all the management grades of the civil service has increased since the introduction of the *Equal Opportunities Policy and Guidelines for the Civil Service*, in 1986. However, it is generally accepted that women remain concentrated at the lower levels of the civil service and underrepresented in the senior management levels.

researched by interventions on

ns for gender imbalance in the register of public companies were considered by Government and a package of measures to equality was recently approved

The need for reform of the *Equal Opportunities Policy* was articulated in *Delivering Better Government*, the blueprint for reform of the Irish Civil Service the Government in 1996. A special committee was established to make

the implementation of a programme of Affirmative Action placement, training and development, promotion work

the areas of recruitment, placement, training and development, promotion work responsibilities, language, sexual harassment and policy delivery

A model equal opportunity policy and action plan has been developed for the health services. Each health agency has been asked to adopt an equal opportunity policy incorporating the principles set out in the model policy and to ensure that the programme is implemented.

Development Co-operation

Since the adoption of a Women in Development mandate in 1986, gender has been a significant focus of the Ireland Aid programme. In 1996, the Department of Health undertook a major review of the existing gender activities. This resulted in the adoption of the gender element to its programmes. These are outlined in *Irish Aid Guidelines for an Operational Footing* (1996). The PFA is included as one of the *Policy on Gender*

- * Continuing sustainable national economic and employment growth
- * Consolidating and improving Ireland's international competitiveness
- * Fostering balanced regional development
- * Promoting social inclusion

The key elements of the strategy to meet these objectives are:

- * Continuation of the stable macro-economic policies of recent years;
- * A major investment programme in economic and social infrastructure;
- * A commitment to a more even regional distribution of public and private investment;

the promotion of education and employment training policies attuned to the needs of the labour market and a special focus on those at risk of unemployment;

social inclusion, including equal opportunities; and a multifaceted approach to the promotion of opportunities between women and men;

operational programmes, two regional programmes for the PEACE programme in Ireland. As outlined above gender mainstreaming is being incorporated into the use of Gender Impact Assessment across all activities funded under the programme and monitoring the gender outcomes of programme investment. However, a separate assessment and monitoring of investment in the region and productive investment.

Equal assistance budget is being provided for the setting up of an *Equal Opportunities*

The NDP comprises three national or inter-regional operational programmes and a separate operational programme which operates in the border counties and Northern Ireland. Gender mainstreaming is being incorporated into the NDP. Particular priorities will be attached to the NDP. Assessment, gender targets, monitoring and evaluation from the human resources and regional operational programmes.

III | .. : A

- To draw up and submit to the Minister for Justice, Equality and Law Reform, from time to time, a report on progress in implementing the recommendations of the Second Commission on the Status of Women;
- To draw up and submit to the Minister for Justice, Equality and Law Reform, from time to time, a report on progress in implementing the Beijing Platform for Action in a manner

Female Monitoring

An overlap in the recommendations of the Second Commission on the Status of Women and the areas of concern in the P/A was apparent to the members of the Gender Equality

Committee. This overlap and the lack of initiatives in the descriptive part of the reports on gender equality prompted the Committee to propose research to monitor progress in achieving gender equality in Ireland. The research will develop mechanisms to develop performance indicators, to develop proposals for the establishment of a comprehensive gender segregated statistical base to be used in evaluating

recommendations regarding options for monitoring gender equality. The research will seek to establish progress and to make commitments. In addition, the research will seek to establish the research.

Recommendations of the Second Commission on the Status of Women

- that:
- (i) have been implemented or substantially implemented;
 - (ii) remain to be implemented, and the desirability and feasibility of implementing them;
 - (iii) are obsolete;
 - (iv) require review due to a change in circumstances.

(b) In relation to (ii) above, examine and make recommendations

- (i) concrete steps towards implementation where recommended;
- (ii) a timetable for implementation;
- (iii) the budget required (if necessary);

(c) Develop performance indicators, excluding the areas covered by the Structural Funds, which could be used for measuring the practical impact of policies and

programmes on the status of women. The research will also examine the gender monitoring requirements under various commitments, with particular reference to the Beijing Platform for Action and the Convention on the Elimination of All Forms of Discrimination Against Women.

(d) Develop proposals for the establishment of a comprehensive gender segregated statistical base to be used in examining progress in the area of gender equality, excluding the areas covered by the Structural Funds. The current availability of such statistics should be identified and

mechanisms to fill these gaps proposed.

Particular attention should be paid to statistics available and required in the areas of disadvantaged groups, in schools, violence and disadvantage, e.g., for women, refugee and management roles.

life expectancy, literacy rates and property rights and childcare provision, sexual harassment in the workplace against women, the position of women suffering from women with disabilities, women affected by poverty, migrant women, elderly women, rural women and also and women in academic fields;

gender equality

Make recommendations regarding options for monitoring commitments

(possibility of a reconstituted gender equality monitoring committee)

Develop proposals for streamlining some areas of gender equality into other existing on-going monitoring areas (e.g. P. 2000, childcare framework monitoring systems, Department of Justice, Equality and Law Reform's equality-proofing working group, Women and Violence Task Force, Women's Regional Health

Develop proposals for mainstreaming a gender perspective into all departmental Strategic Management Strategy Statements in relation to

and develop proposals for mainstreaming a gender perspective into all

opportunities focus was only observed in the

Equal Opportunities and the ESF was

In the 1994-1999 round of Structural Funds equal relation to human resources area. An evaluation published in 1999 and is available from the

Trade and Employment. Overall the report found women's participation to have increased in all areas except apprenticeship. Women's participation in 1997 courses stood at 54% of all European Social Fund assisted measures, of 43% if training of teachers was excluded. The report identified the need for a more comprehensive approach to gender proofing/mainstreaming to ensure greater gender balance across the board, more systematic monitoring of data and tracking of course times to match women's availability.

2000-2006 provides for a gender impact assessment and for a systematic monitoring and evaluation of gender outcomes across the Plan

Gender Equality in Education

The fundamental aim of the Irish educational system is to enable each person to achieve her

or his full potential, free from self-realisation and full participation

in his life.

and to ensure the equality of opportunity or access to education

for all, by means whereby students may benefit from education.

no individual should be disadvantaged

in the country's social, cultural and

economic development.

and participation in education.

Impact Assessment

All Interventions undertaken by the Department of Education and Science are piloted and evaluated prior to dissemination. The evaluation is generally carried out by an external

evaluator who submits a report to the Department which would include an analysis of the impact of the initiative on the target population.

National Development Plan

Under the National Development Plan 2000-2006 training and ensure that the participation of both women and men is promoted and extended to further develop monitoring systems and gender performance assistance budget will be provided to enable the Department to

for the educational system, a computerised management information system and big data. In order to ensure that disadvantaged groups in all training programmes positive action measures will

gender perspective information system and big data. In order to ensure that disadvantaged groups in all training programmes positive action measures will

and relevant institutions are engaged with developing networks. The benefit set up by some institutions for the development and promotion of strategies to encourage equality of access, benefit and outcome for participants in third level education.

these networks act as good practice networks for collaboration with other institutions. It is proposed to support third level education.

Sexual Harassment in Schools

in place to deal with cases of sexual harassment of teachers or by students. These procedures may lead to discipline.

The Teacher Unions have procedures in place to deal with teachers, either by management or legal proceedings if considered appropriate.

deals with both the perpetrators and victims of sexual harassment. The Department of Education and Science in developing a school

In relation to sexual harassment of students, the Department of Education and Science in developing a school

department's intervention programmes deal specifically with the MASCULINITIES. This is an intervention project for boys

sexual harassment. Two of the issues BALANCE and

Both of these prog

share responsibilities of the home and in the community.

Health

Health capital is included in the National Development Plan 2000-2006, unlike its two predecessors. In relation to health capital the priorities will be:

- To provide facilities for persons with an intellectual disability;
- To develop a range of facilities for the elderly;
- To address major unmet needs in the provision of modern accommodation for the mentally ill and physically disabled;
- To provide a comprehensive, quality and accessible acute hospital infrastructure;
- To address child care needs;
- To remedy deficiencies in the network of health centres;
- To maximise the potential of information and communication technology in the health care sector.

The investment in health should be particularly beneficial to women. Women are more frequently involved in caring for the elderly, children and adults with disabilities and children who need hospital treatment. The health investment in the NDP will improve the infrastructure in these areas, making it better for patients and carers.

World Summit for Social Development, Copenhagen +5

The NAPS is a major cross-Departmental initiative designed to place the needs of the poor and the socially excluded among the issues at the top of the national agenda in terms of Government policy development and action.

The development of NAPS involved widespread consultation with various sectors, including the voluntary and community sector, and those who are affected by poverty. Following consultation with the social partners a new procedure designed to evaluate the impact of policy proposals on those experiencing or at risk of poverty has been adopted by the central Government Departments on a pilot basis.

Specifically targeted social groupings known to be at particular risk of poverty are identified and receive particular attention. These include groups which are headed by people on home duties, lone parents,

While the feminisation of poverty is no longer a new phenomenon, particular risk of poverty are identified and receive particular attention. These include groups which are headed by people on home duties, lone parents,

have been put in place to support NAPS. For example, the Local Development Unit (including Local Development) is a key agent in

Appropriate institutional arrangements have been put in place to support NAPS. For example, the Local Development Unit (including Local Development) is a key agent in

is chaired by the Minister for the Environment and includes all the Ministers responsible for the policy areas relevant to tackling poverty.

Other arrangements supporting NAPS. There are also a number of other institutions that support the practical and policy sides of social development.

Other arrangements supporting NAPS. There are also a number of other institutions that support the practical and policy sides of social development.

The Minister's senior civil servants from the relevant Government Departments has a liaison officer who takes on the day to day issues.

- Senior Officials Groups of Government Departments
- NAPS Interdepartmental Policy Committee

Department of Social, Community and Family Affairs the NAPS Interdepartmental Policy Committee and liaises with Departments, agencies and the social partners in relation to NAPS implementation.

- NAPS Liaison Officers in the various departments
- NAPS Unit established in the Department of Social, Community and Family Affairs

The Council and Forum discuss, respectively, the principles and strategic issues of the NAPS and the National Economic and Social Council.

procedures to ensure a more responsive by the Government to the needs of disadvantaged communities.

- Integrated Services Programme
- Sport and Recreation, to statutory authorities to

Equality Infrastructure, primarily the Equal Status Bill 1999, the Employment Equality Act 1998 and, once enacted, the Equal Status Bill 1999.

Given that NAPS was developed in response to the original WSSD in Copenhagen in 1995, and as social development issues lie at the heart of NAPS, the NAPS Interdepartmental Policy Committee has a central role in the WSSD follow-up process. *Ireland's National*

Report on the Implementation of the Outcome of the World Summit for Social Development was submitted to the UN Secretary General in September 1999, was prepared by that Committee.

Findings

- While the Department of Social, Community and Family Affairs has a central co-ordinating role in the NAPS, funding for the various initiatives tackling social exclusion is provided through the relevant Department with lead responsibility for the particular area, although implementation and monitoring may be done on an inter-departmental basis.

Social Inclusion in Partnership 2000

- Partnership 2000 is the current national agreement negotiated between the Government and the Social Partners - employers, trade unions, farmers and the community/voluntary sector.
- The agreement focusses on areas such as employment, taxation and agriculture as well as

inclusion and equality to ensure that the benefits of economic growth are shared by all.

and has resulted in strong economic and social growth.

Partners have worked together to find progress over the last decade.

International

at a national level between the

Justice, Equality and Law Reform, 1996

Equality Acts. The lead

Ireland founded part of the EU

high participation in the EU

21st UN Special Session including

1998 and in New York in March

Annual Review and Appraisal of the

ment which was

Session of the

by the Minister

in his

eral Aid Policy Statement on the

Department and a representative from the

International Conference on

The preparation process for ICPD+5 included co-

Departments of Health and Children, Foreign Affairs

State of the Under-Secretary and Social Community

Department was the Department of Health and Child

delegation and contributed to the EU agreed statement

co-ordination meetings.

Ireland attended a number the preparator meetings

the EU Co-ordination meeting in Budapest in Decem

1999.

Ireland attended the International Forum for the

Programme of Action of the International Conference on Population

held in the Hague in February 1999.

The ICPD+5 process concluded at the 21st The Irish delegation to the

United Nations General Assembly in New York, 30 June - July 1999

for Health and Children, Mr. Brian Cowen T.D. with senior civil servants

Department and a representative from the

Department and a representative from the

National Women's Council of Ireland

The National Women's Council of Ireland (NWC) was established in 1973 to support the recommendations of the First National Commission on the Status of Women. Membership is open to all women's organisations and organisations with a sizeable female membership or interest. In 1999 there were 149 organisations affiliated to the NWC.

NWC is recognised by Government as the body that puts forward women's concerns and perspectives. As such it receives an annual Exchequer grant through the Department of Justice, Equality and Law Reform towards its operating costs. In 1995 this grant was £140,000; £170,000 in 1996 and 1997; in 1998 £200,000 and in 1999 £270,000 was provided. There is a provision of £405,000 in the Estimates for 2000.

In addition, the Council received once off funding from the Department of Justice, Equality and Law Reform for particular purposes, as follows:

| 1999 | Grant towards North-South conference on mainstreaming | £25,000 |
|------|--|---------|
| | grant for NWC research project | £10,000 |
| | an additional amount of £10,000 will be provided in 2000 | |
| | relocation to new offices and IT costs | £50,000 |
| | research | £28,000 |
| 1996 | report on crimes against women and children | £6,412 |
| 1995 | report on crimes against women and children | £8,000 |
| | grants towards attendance at FWCW | £3,300 |
| | preparations for FWCW | £5,232 |
| | divorce information campaign | £7,879 |

It is not the intention that the NWC should be fully funded by the Government. As an NGO it must be independent of Government and use of other sources of funding is an important component of this independence.

NWC identifies its core functions as lobbying Government, acting as a watchdog on equality issues, providing training and support for its members, changing society's attitudes on gender and linking and networking women's organisations within Ireland and the European Union.

In October 1996 the Government invited a wide range of social partners to participate in discussions on the development of a new partnership agreement (*Partnership 2000*).

Extending that invitation the Government signalled that the process of developing a new partnership agreement would be more inclusive and wider than in the past. The development of a new partnership agreement added the *Community and Voluntary Pillar* to the

Rural Development

The Centre Paper, published in August 1997, examines a vision for the rural society in Ireland. It identifies issues critical to the development of rural communities and in particular recognises the problems of poverty and social exclusion in rural areas have a distinct impact on women.

In the rural context, social exclusion manifests itself in ways that reflect the distinct nature of rural life, particularly in more remote areas. It is frequently the result of multiple disadvantage. Economic factors like unemployment or inadequate incomes together with social issues of isolation, unequal opportunity and participation are often compounded by geographical factors of distance from services and amenities. For example, the absence of an adequate transport service and affordable childcare facilities in many areas make it difficult for women to avail of training and education or to enter into or retain employment.

The Centre Paper endorses and supports the objectives contained in the National Anti-Poverty Strategy (NAPS) and will ensure that the overall strategy for rural development has a socially inclusive dimension. It acknowledges that rural development is required to ensure balanced regional development and to provide for the needs of disadvantaged rural communities. There are five themes in the NAPS, Disadvantage, Income Adequacy, Disadvantaged Urban Areas, Disadvantaged Rural Areas and the Central Region. The Centre Paper recognises that the combined efforts of actions in the first three areas are essential to bring about change in both urban and rural poverty.

The Centre Paper's target is to ensure that strategies are developed with regard to rural areas, especially those concerned with educational disadvantage, unemployment and income adequacy so that the overall target of the NAPS is achieved.

... for women to avail of t

The strategy set out in the National Anti-Poverty Strategy for rural development is underpinned by Government intervention with a particular focus on addressing the issues of i.e. Employment, Education and Rural Poverty. This is central to achieving social inclusion.

In addressing Rural Poverty, the Centre Paper focuses on the provision of services to disadvantaged rural communities.

Annex 3

Obstacles

Lessons

Commitment to fit

Community Development and

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| Critical Areas of Concern | Successful policies, projects to | Examples of obstacles encountered / lessons learned | Other |
|---------------------------|--|--|--|
| I. Women and poverty | <p>Successful policies, projects to</p> <p>1. Women and poverty</p> <p>2. Social welfare pay benefits</p> <p>3. Micro-finance projects</p> <p>4. Community groups</p> <p>5. Parental leave</p> <p>6. Increased between 1995 to 1999</p> <p>7. Community groups can play a role in fact-finding</p> <p>8. By marginalisation and</p> <p>9. Emphasis on women in both</p> <p>10. For community</p> <p>11. Targeted at</p> <p>12. Support for such</p> <p>13. Expanded</p> <p>14. Swiss set up in 1970 to</p> <p>15. of one and two</p> <p>16. under the laws which</p> <p>17. including an</p> <p>18. income support</p> <p>19. to labour market</p> | <p>Examples of obstacles encountered / lessons learned</p> <p>1. Social welfare pay benefits</p> <p>2. Micro-finance projects</p> <p>3. Community groups</p> <p>4. Parental leave</p> <p>5. Increased between 1995 to 1999</p> <p>6. Community groups can play a role in fact-finding</p> <p>7. By marginalisation and</p> <p>8. Emphasis on women in both</p> <p>9. For community</p> <p>10. Targeted at</p> <p>11. Support for such</p> <p>12. Expanded</p> <p>13. Swiss set up in 1970 to</p> <p>14. of one and two</p> <p>15. under the laws which</p> <p>16. including an</p> <p>17. income support</p> <p>18. to labour market</p> | <p>Other</p> <p>1. Social welfare pay benefits</p> <p>2. Micro-finance projects</p> <p>3. Community groups</p> <p>4. Parental leave</p> <p>5. Increased between 1995 to 1999</p> <p>6. Community groups can play a role in fact-finding</p> <p>7. By marginalisation and</p> <p>8. Emphasis on women in both</p> <p>9. For community</p> <p>10. Targeted at</p> <p>11. Support for such</p> <p>12. Expanded</p> <p>13. Swiss set up in 1970 to</p> <p>14. of one and two</p> <p>15. under the laws which</p> <p>16. including an</p> <p>17. income support</p> <p>18. to labour market</p> |

| City | Comments | Other |
|---------------|----------|-------|
| Atlanta | ... | ... |
| Baltimore | ... | ... |
| Boston | ... | ... |
| Chicago | ... | ... |
| Denver | ... | ... |
| Detroit | ... | ... |
| Houston | ... | ... |
| Los Angeles | ... | ... |
| Minneapolis | ... | ... |
| New York | ... | ... |
| Philadelphia | ... | ... |
| Pittsburgh | ... | ... |
| Portland | ... | ... |
| San Francisco | ... | ... |
| Seattle | ... | ... |
| St. Louis | ... | ... |
| Washington | ... | ... |
| Wichita | ... | ... |
| Winnipeg | ... | ... |
| Yonkers | ... | ... |
| Other | ... | ... |

| Examples of obstacles encountered/ lessons learned | Other |
|---|------------|
| <p>Critical drivers of concern</p> <p>1. Workforce</p> <p>poverty</p> | <p>...</p> |
| <p>...</p> | <p>...</p> |
| <p>...</p> | <p>...</p> |
| <p>...</p> | <p>...</p> |
| <p>...</p> | <p>...</p> |
| <p>...</p> | <p>...</p> |
| <p>...</p> | <p>...</p> |

Examples of obstacles encountered/ lessons learned

Other

Critical drivers of concern

1. Workforce

poverty

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|------------------------------------|---------------------------------|
| Further initiatives | Other |
| <p>... further initiatives</p> | <p>... abuse and ... ns</p> |

Commitment

Strategy is

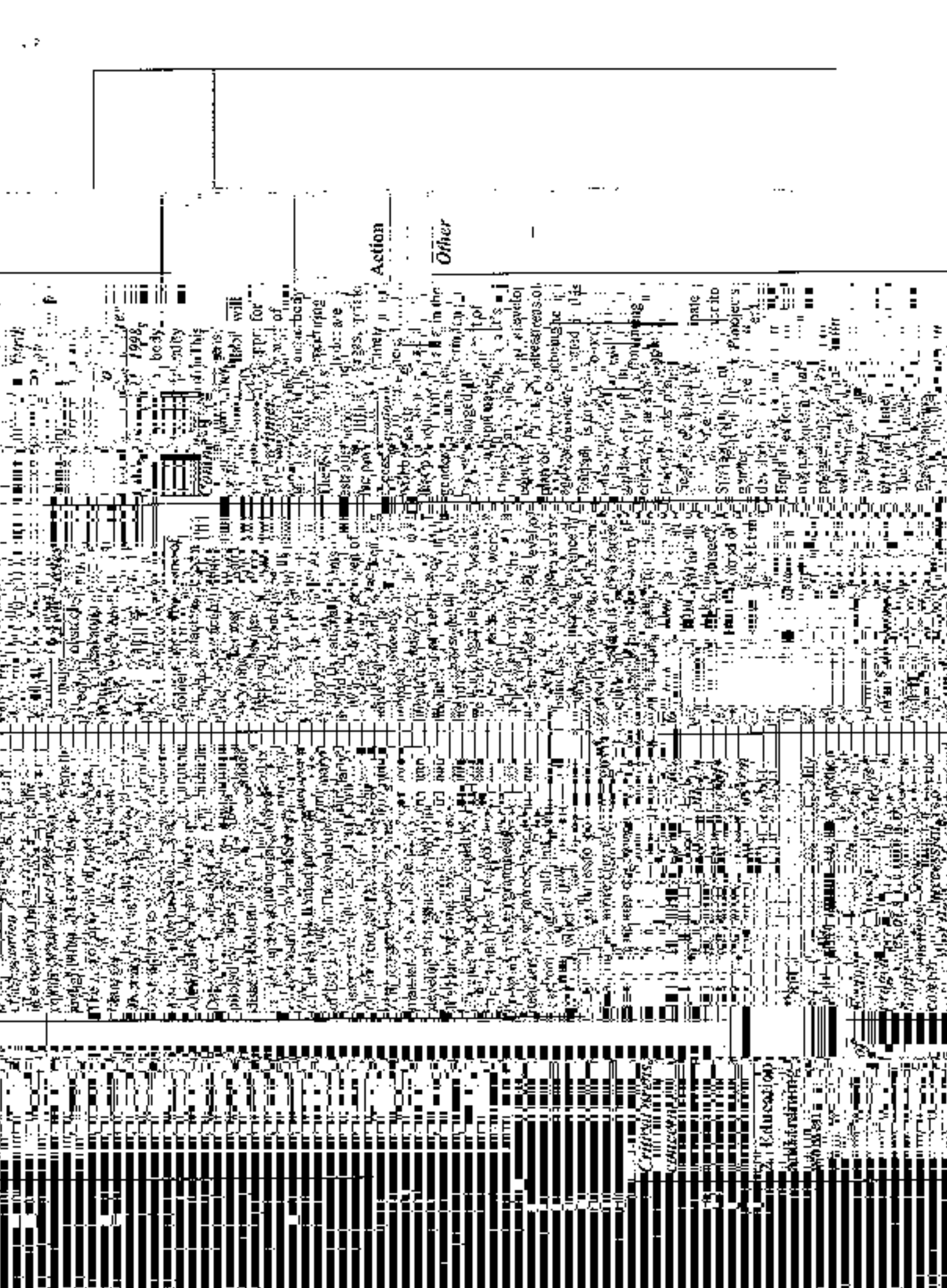
... given in
... needs of all
... abian
... to HIV
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... was so
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... was so

| Other | Commitment to further action/new initiatives | Max Issues Examples of initiatives |
|-------|--|---|
| | supervised detoxification programme and counselling is available | <p>committal still taking 1-1.5 to prison.</p> <p>able in presently doing work is detoxification is a statutory prisons. However, for prisons indeed, a programme to provide services responsible treatment and health services available at the range of things that there services which is a level of care community level of prison. would have a family being safe to do it.</p> |



Action

Other

Critical Parents
Education

Education

Education

Education

Education

Critical areas of concern

2. Education and training of women

Examples of progress in the area of concern for Action

The Frontiers Women's Group... progress... women's... groups... education... training... women...

Way to further

... measures in the... and labour... casures... these w... include...

... research... -K... ..

PAS... .. 5

Table with multiple columns and rows, containing various data points and symbols.

Examples of progress

... of obstacles... ..

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Government is central
 making the resources available. The
 to the program is shared by
 that available in the available
 spreading it to the available
 phases of the program.
 Central Scotland, which
 will complement the
 An Experiment in the program
 is developing the program
 in the next few years. The
 of phase in addition
 committee is providing operational
 on the program. The committee
 quality assurance review and other
 technical and administrative
 proposals and the new
 program is being published
 family planning and family
 control and reproductive
 Government also does well in
 a program of family planning.
 The program is also developing
 of unlicensed physicians and
 the number of physicians
 who are practicing in the
 program is also developing
 the number of physicians in the

is not

21

studies
 economic
 initiatives

is not

21

21

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21

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21

Critical areas of concern

3. Women and Health

21

21

...sides of abstarct

...drug abuse...
...in-risk society...
...approach to the...
...through, for example...
...Task Forces has...
...significant success...
...through its...
...community...

...the Management of Addiction

...Other

...commitment to further

...Initiatives

Critical Areas of Concern

3. Women and Health

...drug abuse...
...in-risk society...
...approach to the...
...through, for example...
...Task Forces has...
...significant success...
...through its...
...community...

...program of Drug...
...Drug Treatment...
...System has been...
...includes a strategy in...
...the level of...
...offender...

...drug abuse...
...in-risk society...
...approach to the...
...through, for example...
...Task Forces has...
...significant success...
...through its...
...community...

| Critical areas of concern | Examples of measures taken at local level | Commitment to further action/new initiatives | Other |
|---------------------------|--|--|-------|
| 3. Women and Health | <p>Young women are being educated about reproductive health and family planning through the mass media and through peer education. Community-based health workers are being trained to provide reproductive health services. The national health policy is being revised to ensure that women's health needs are taken into account. The national health policy is being revised to ensure that women's health needs are taken into account.</p> | | |

Examples of measures taken at local level

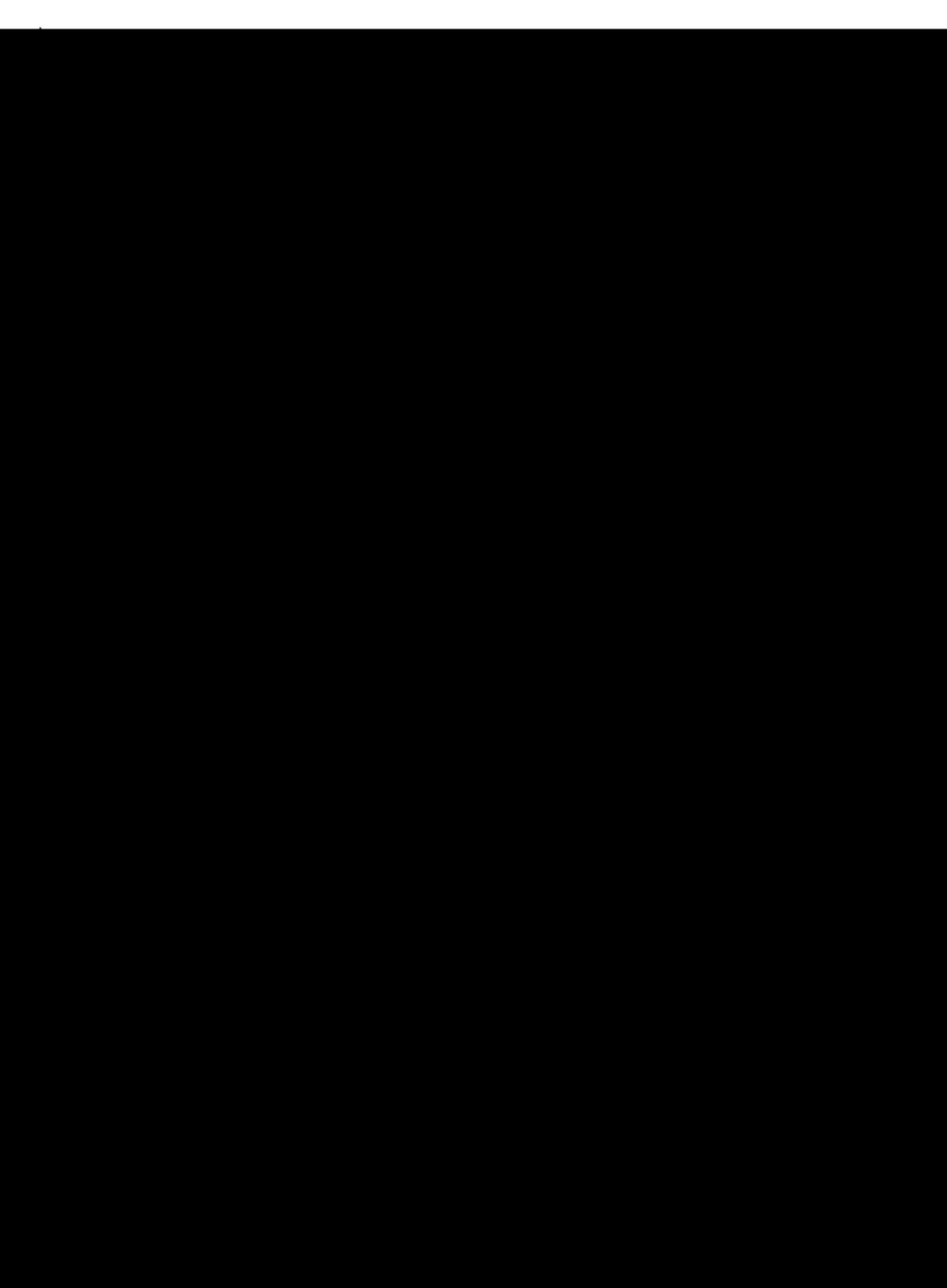
| Critical areas of concern | Examples of measures taken at local level | Commitment to further action/new initiatives | Other |
|---------------------------|--|--|-------|
| 3. Women and Health | <p>Young women are being educated about reproductive health and family planning through the mass media and through peer education. Community-based health workers are being trained to provide reproductive health services. The national health policy is being revised to ensure that women's health needs are taken into account. The national health policy is being revised to ensure that women's health needs are taken into account.</p> | | |

Part 3 UN questionnaire to governments on implementation of the Beijing Platform for Action

| <i>Examples of successful policies, programmes and projects to implement the critical areas of concern to the Beijing Platform for Action</i> | <i>Examples of obstacles encountered / lessons learned</i> | <i>Commitment to further action/new initiatives</i> | <i>Other</i> |
|---|--|---|--------------|
| <p>the course of employment or outside the workplace, constitutes discrimination on the gender ground.</p> | | | |

Critical Areas of Concern

... multi-party agreement
... the Irish Government
... steps to further
... the protection of
... rights in its jurisdiction
... Government is determined
... the increasingly
... nature of Irish society
... to ensure there is equality
... in employment and in
... in general.



Other

| | |
|---|--------------|
| <p>Development Plan Statutory Commission for Action</p> | <p>Other</p> |
|---|--------------|

| | |
|---|--------------|
| <p>Development Plan Statutory Commission for Action</p> | <p>Other</p> |
|---|--------------|

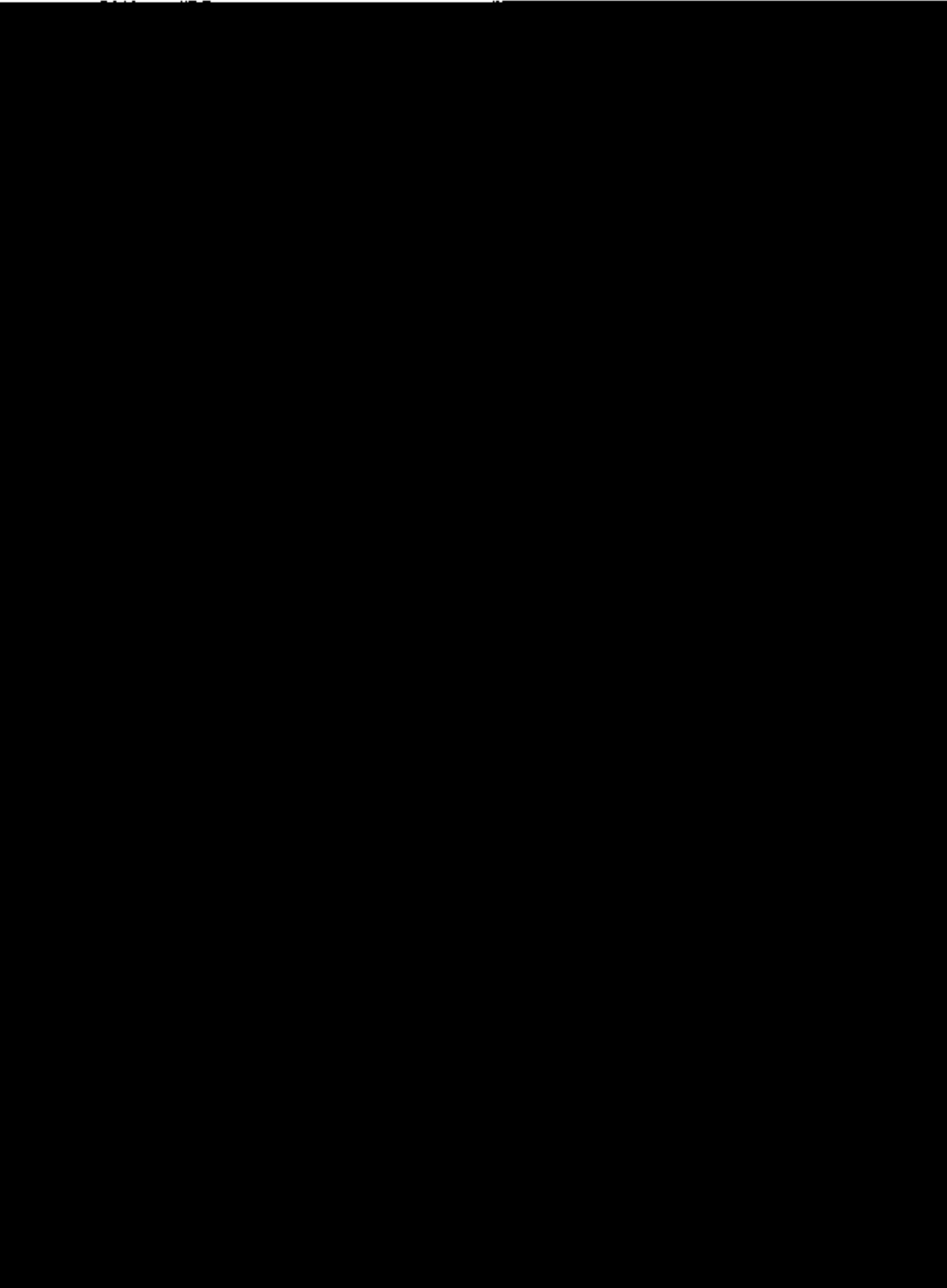
| | |
|---|--------------|
| <p>Development Plan Statutory Commission for Action</p> | <p>Other</p> |
|---|--------------|

| | |
|---|--------------|
| <p>Development Plan Statutory Commission for Action</p> | <p>Other</p> |
|---|--------------|

Implementation of the Beijing Platform for Action

Obstacles
 Commitment to further
 action/new initiatives

Other



Other

to further
initiatives

The Government
of the Republic of
Cuba has adopted
a commitment to
provide assistance to
other countries
in the field of
population, family
planning, and
women's health.

The Government of
Cuba has adopted
a commitment to
provide assistance to
other countries in
the field of
population, family
planning, and
women's health.

1978 the first
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 Executive's office
 and in that position
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 by the County Board
 Commissioner, who
 participated in a
 quality of appointments or trade
 other relevant
 by each of the
 individuals. It is
 have been asked
 is going to be
 representative of
 the County Board

- 1. 1978 women were
- 2. 1979 County Manager
- 3. 1980 County Manager
- 4. 1981 permanent
- 5. 1982 management
- 6. 1983 personal
- 7. 1984 positions in
- 8. 1985 is carried out
- 9. 1986 appointments
- 10. 1987 which is
- 11. 1988 policy of
- 12. 1989 unity. All
- 13. 1990 is carried out
- 14. 1991 by on an
- 15. 1992 Managers
- 16. 1993 to ensure there
- 17. 1994 e, or at least
- 18. 1995 of both genders,
- 19. 1996 standards.

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 and in that position
 advised regarding
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 by the County Board
 Commissioner, who
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 15. 1992 Managers
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 17. 1994 e, or at least
 18. 1995 of both genders,
 19. 1996 standards.

| of obstacles | Commitment to further action/new initiatives |
|--|--|
| <p>1. 1978 women were</p> <p>2. 1979 County Manager</p> <p>3. 1980 County Manager</p> <p>4. 1981 permanent</p> <p>5. 1982 management</p> <p>6. 1983 personal</p> <p>7. 1984 positions in</p> <p>8. 1985 is carried out</p> <p>9. 1986 appointments</p> <p>10. 1987 which is</p> <p>11. 1988 policy of</p> <p>12. 1989 unity. All</p> <p>13. 1990 is carried out</p> <p>14. 1991 by on an</p> <p>15. 1992 Managers</p> <p>16. 1993 to ensure there</p> <p>17. 1994 e, or at least</p> <p>18. 1995 of both genders,</p> <p>19. 1996 standards.</p> | <p>1. 1978 women were</p> <p>2. 1979 County Manager</p> <p>3. 1980 County Manager</p> <p>4. 1981 permanent</p> <p>5. 1982 management</p> <p>6. 1983 personal</p> <p>7. 1984 positions in</p> <p>8. 1985 is carried out</p> <p>9. 1986 appointments</p> <p>10. 1987 which is</p> <p>11. 1988 policy of</p> <p>12. 1989 unity. All</p> <p>13. 1990 is carried out</p> <p>14. 1991 by on an</p> <p>15. 1992 Managers</p> <p>16. 1993 to ensure there</p> <p>17. 1994 e, or at least</p> <p>18. 1995 of both genders,</p> <p>19. 1996 standards.</p> |

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5. 1982 management

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8. 1985 is carried out

9. 1986 appointments

10. 1987 which is

11. 1988 policy of

12. 1989 unity. All

13. 1990 is carried out

14. 1991 by on an

15. 1992 Managers

16. 1993 to ensure there

17. 1994 e, or at least

18. 1995 of both genders,

19. 1996 standards.

will do so provided that there is a qualified person for the appointment.

Health in Civic, Social and Economic became part of the curriculum at post-primary level in April 1997. The course aims to ensure that young people are aware of the civic, social and economic aspects of health.

Example:
The course includes a module on health in civic, social and economic contexts. This module is designed to ensure that young people are aware of the civic, social and economic aspects of health.

Critical:
The course is designed to ensure that young people are aware of the civic, social and economic aspects of health. It is a compulsory module for all young people at post-primary level.

Examples of successful policies, projects to be critical areas of the Beijing Platform
The course is designed to ensure that young people are aware of the civic, social and economic aspects of health. It is a compulsory module for all young people at post-primary level.

Barriers:
The course is designed to ensure that young people are aware of the civic, social and economic aspects of health. It is a compulsory module for all young people at post-primary level.

Form for Action
This form is designed to ensure that young people are aware of the civic, social and economic aspects of health. It is a compulsory module for all young people at post-primary level.

Other:
This form is designed to ensure that young people are aware of the civic, social and economic aspects of health. It is a compulsory module for all young people at post-primary level.

Other:
This form is designed to ensure that young people are aware of the civic, social and economic aspects of health. It is a compulsory module for all young people at post-primary level.

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Other:
This form is designed to ensure that young people are aware of the civic, social and economic aspects of health. It is a compulsory module for all young people at post-primary level.

In 1997 the first female CH Executive was appointed to the health board. In relation to medical posts while there is equal representation of the sexes at interim level, it is to do it at the higher level jobs and women hold 70% of Consultant posts.

Form for Action

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under Impact
this will be included in
the report to. Ge
and the E.O. 12812
Principles Outline
concerning medical
Structure of the
considered.

**Critical aspects of
concerns in
8 - Institutional
mechanisms for
the advancement
of women**

The Commission on the Status of Women, established in 1975, was the first of its kind to address the needs of women globally. It has since been replaced by the Commission on the Status of Women, which continues to work on these issues. The Commission's work is based on the principle of equality and the goal of achieving full participation of women in all spheres of life. It has produced a number of reports and recommendations, including the 'Declaration on the Elimination of Discrimination against Women' and the 'Convention on the Elimination of All Forms of Discrimination against Women'. The Commission's work is also based on the principle of non-discrimination and the goal of achieving equality of opportunity for all. It has since been replaced by the Commission on the Status of Women, which continues to work on these issues. The Commission's work is based on the principle of equality and the goal of achieving full participation of women in all spheres of life. It has produced a number of reports and recommendations, including the 'Declaration on the Elimination of Discrimination against Women' and the 'Convention on the Elimination of All Forms of Discrimination against Women'. The Commission's work is also based on the principle of non-discrimination and the goal of achieving equality of opportunity for all.

Item for Action
Other

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... % greater

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A contract for research
proposed by the Gender
Equality Monitoring Committee
has been placed and the
completion date is mid 2000.

... governments on the implementation of the Beijing Pla

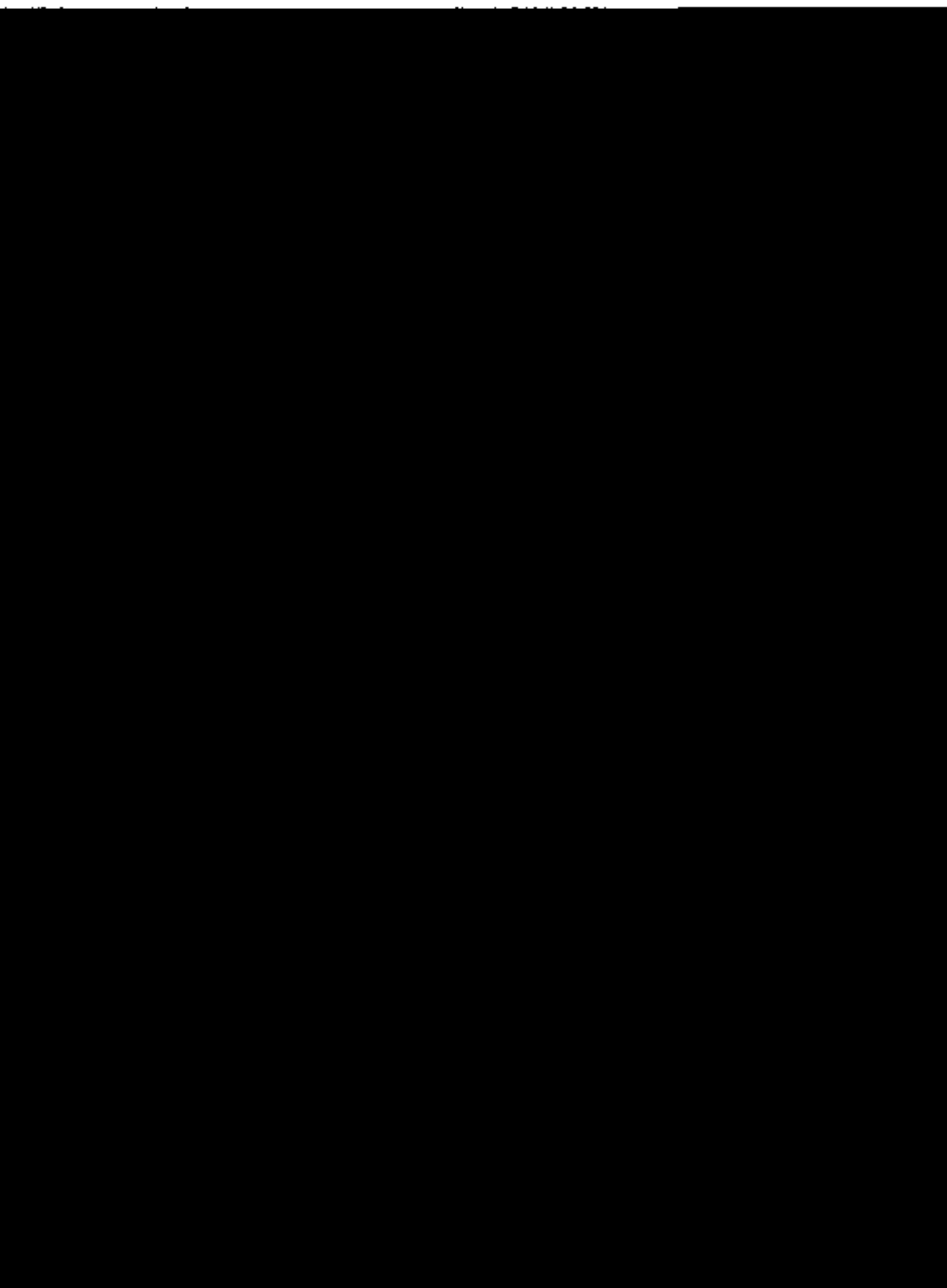
... policies,
... rights to
... Examples of obstacles
encountered / lessons
... Commitment to further
action/new initiatives

Other

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Examples of jobs
submitted by...

...of
...of
...of



Commitment to Justice

Commitment to Justice
actions/new initiatives

Refugee Council

has set up a new

representative body for 56

of working groups

is intended to provide

refugees) raised a

of concern in the

the situation of women

has been to identify

the main problems

and to make

recommendations

to the Council

of the Council

is to be

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tion of the Beijing Platform for Action

| <i>Commitment to further action/new initiatives</i> | <i>Other</i> |
|---|--------------|
| | |

with the implementation of...

Committee
Members of obstacles
interested / lessons

Social areas of
women

Human Rights
Commission

China
Council

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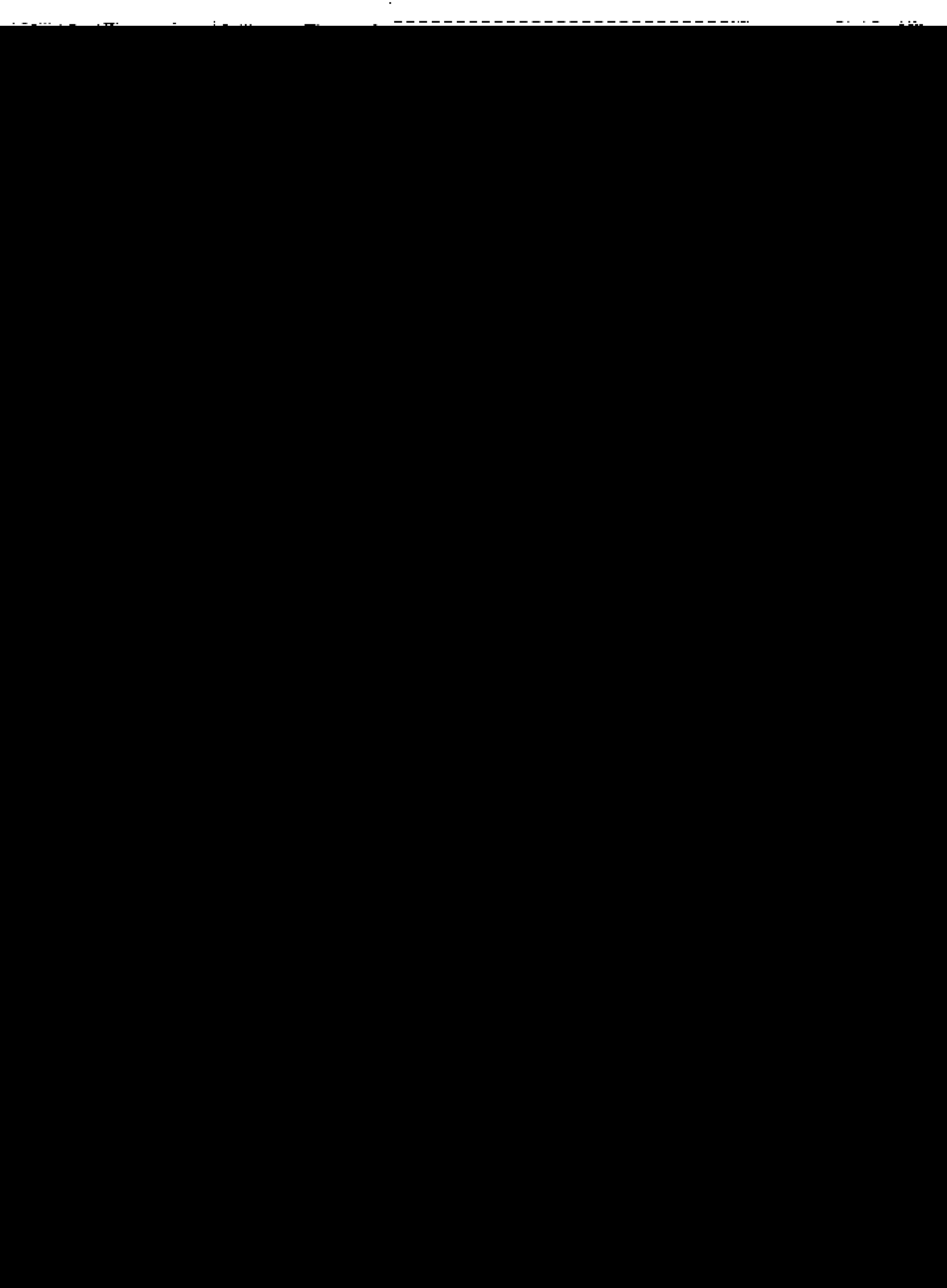
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interests, Government departments and agencies, consultants, private sector, the National Council of Ireland.

Plan for Action

Other

Successful policies,

Key projects for

critical areas of

Marketing Plan for

of 8/96

management

city radio stations.

contract for the

independence.

to Ireland (TV3) the

commitment by the

policy of equal

employment.

1990 directs that

include any

grounds of sex

in cards for

advertising shall not

of grounds of

of ASA) operates

using

in the Code on the

of women and

of stereotypes. In the

to end June '98, 1999.

is complaints received

Out of the 23

4 were upheld.

Critical Areas of Concern

10. Women and the media

Commitment to further action/progress/achievements/lessons

The Advertising Standards Authority for Ireland will, out to a further review of its and their effectiveness in

Living Platform for Action

| Other | <p>Investment to further new initiatives</p> | <p>sub-programme. Measures in the programme have a spatial dimension but no overall detectable bias for either area or women.</p> |
|--|--|---|
| <p>Additional investment in NDP.</p> <p>Significant investment in rural and social infrastructure over the period 1980-85 will have considerable benefits for women.</p> <p>Analysis indicates that a large number of women will use public transport to work.</p> <p>Investment in public transport should have a significant impact on women.</p> <p>Investing in public transport accessibility of roads and transport for the rural and unimpaired will be of benefit to people, including women travelling with children on public transport.</p> | <p>Examples of successful pilot programmes in the implementation of the Living Platform for Action</p> <p>Successful implementation of Protection Agency reports have highlighted the importance of quality of drinking water supplies as a fundamental factor in the health of women and children.</p> <p>Supply of drinking water to women and children in rural areas has been a major concern of the Living Platform for Action.</p> <p>Investment in drinking water supplies in rural areas has been a major concern of the Living Platform for Action.</p> <p>Supply of drinking water to women and children in rural areas has been a major concern of the Living Platform for Action.</p> | <p>11. Women and the environment</p> <p>Successful implementation of Protection Agency reports have highlighted the importance of quality of drinking water supplies as a fundamental factor in the health of women and children.</p> <p>Supply of drinking water to women and children in rural areas has been a major concern of the Living Platform for Action.</p> <p>Investment in drinking water supplies in rural areas has been a major concern of the Living Platform for Action.</p> <p>Supply of drinking water to women and children in rural areas has been a major concern of the Living Platform for Action.</p> |

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Political areas of concern

Examples ...

Women and environment

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Commitment to further

Criticisms of

concerns

11. Women and

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Implementation of the Beijing Platform for Action

Commitment to further

action/new initiatives

Other

practicable, the ownership and

management of agricultural land

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| <i>Other</i> | | |

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