

KEY POINT BRIEFING

Gender Equality

Policy Priorities and Recommendations

We recommend that the Executive, Departments and other key stakeholders act to address the following policy priorities:

ATTITUDES: Tackle gender stereotypes; the objectification of women; and prejudicial attitudes towards trans people.

Action is required to counter gender stereotypes throughout the life course in school, training, work and in the family and wider society, including the media; tackle the objectification and degradation of women and girls; and tackle high levels of prejudicial attitudes towards trans people.

EDUCATION: Ensure gender mainstreaming via the curriculum, careers advice, teacher training and key policies; address the under-attainment of boys; and tackle bullying.

Action is required to tackle gender inequalities and stereotyping including through the curriculum, teacher training, subject choice, careers advice and the policies and practices of educational bodies; address the educational under-attainment of boys; and challenge gender based / transphobic bullying.

EMPLOYMENT: Advance gender equality in access to, and progression within, employment; and ensure women's economic independence.

Action is required to mitigate the negative impact on women of post-recession restrictions in public expenditure; eliminate occupational and industrial segregation; promote workplace equality, encourage flexible working practices and sharing of family roles; and address barriers due to gender identity and multiple identities.

CARING: Address the negative consequences for those who fulfil caring roles and ensure access to appropriate, accessible and affordable childcare.

Action is required to consider the economic impact of the pattern of paid / unpaid care work and address the undervaluation of this work; ensure appropriate, accessible and affordable childcare provision; and encourage employers to develop carer friendly policies and practices.

PUBLIC LIFE: Increase the participation of women and trans people in political and public life and decision making.

Action is required to increase the participation of women in political and public life, the judiciary and economic decision making; promote the participation of women in peace building; and increase the visibility of trans people in public life.

VIOLENCE: Eradicate gender based violence and transphobic hate crime.

Action is required to tackle gender based violence and domestic violence in gender specific contexts; assist the UK Government to ratify the Istanbul Convention; and prevent and detect transphobic hate crime.

HEALTHCARE: Provide gender appropriate health and social care to address the particular needs of women and men, trans people, and those with multiple identities.

Action is required to address the particular needs of women and men, trans people and those with multiple identities; consider options to address barriers to women accessing reproductive health care; raise understanding amongst health / social care professionals of gender equality, including gender identity; and address gaps in research as regards the experiences of trans people.

SPORT: Increase women's participation in sport, and the governance of sport; and tackle barriers to the participation of trans people.

Action is required to increase women's participation in sport at all levels, and their participation in the governance structures of sport; and tackle barriers to the participation of trans people in sport, including transphobia.

SOCIAL PROTECTION: Mitigate against the adverse impacts of welfare reform; and ensure gender equality in access to social protection and pension provision.

Action is required to mitigate against the identified adverse impact of welfare reform proposals on women; improve access to social protection for certain groups of minority ethnic women; and protect women with smaller pension provision.

LAW REFORM: Reform sex equality and equal pay law to address gaps and to harmonise, simplify and clarify the law.

Action is required to address the significant gaps in protection against sex discrimination and harassment; harmonise, simplify and clarify the law; and strengthen the Commission's enforcement powers, as well as available remedies.

INSTITUTIONAL MECHANISMS: Ensure Executive action to strengthen institutional mechanisms for gender equality.

Action is required to ensure a high level commitment to gender equality; to ensure gender mainstreaming, and take positive action where appropriate; to improve gender data collection and disaggregation; and to develop and implement an effective Gender Equality Strategy.

