

Shadow Report to the Committee on the Elimination of Discrimination against Women

June 2013



Equality Commission

FOR NORTHERN IRELAND



getting a
fair share?

A discussion on issues impacting on
women's economic independence in NI



1 Introduction

- 1.1 The Equality Commission¹ welcomes the opportunity to make submissions to the Committee in relation to the UK's compliance with the Convention on the Elimination of All Forms of Discrimination against Women. It specifically welcomes this opportunity to submit recommendations relevant to Northern Ireland in advance of the examination of the UK Government in July 2013.
- 1.2 In carrying out work on CEDAW the Commission gathers data and publishes policy positions within our remit and areas of expertise. We also assist in providing focus, coherence and complementarity for shadow reporting in Northern Ireland. In doing this the Commission works with the Northern Ireland Human Rights Commission, the Equality and Human Rights Commission in Great Britain and with NGOs in Northern Ireland.
- 1.3 We note the considerable changes since the last examination of the UK Government, given the global recession, and recognise the need for a clear and close focus on women's inequalities in this context.
- 1.4 While our focus in this submission is on priority issues relating to women's participation and women's economic independence, we wish to make a number of fundamental and underpinning points.
 - The Commission notes the progress reported on in the UK Government's 7th Periodic Report² and subsequent response to the list of issues³ in relation to violence against women and girls and specifically trafficking. The Commission, with the Northern Ireland Human Rights Commission, published a scoping study⁴ on trafficking in January 2010. The recommendations from the study required public authorities to find ways to work better together as well as within their own sphere. The Commission expects that the new integrated strategy on domestic and sexual violence and other relevant cross cutting strategies including the Gender Equality Strategy and the Racial Equality Strategy will support the continued development of this work. We also expect that the strategy will be explicit in its protection of resources and services related to violence against women, including legal aid.
 - The Commission recommends that the Committee asks again that consultation be carried out on abortion law in Northern Ireland. The Committee asked in the Concluding Observations⁵ in 2008 that Government initiate a process of

1 For a list of the Commissions duties and powers, see section 5

2 <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N11/648/56/PDF/N1164856.pdf?OpenElement>

3 <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N12/572/33/PDF/N1257233.pdf?OpenElement>

4 <http://www.equalityni.org/archive/pdf/ECNIHRC/TraffickingReport.pdf>

5 <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N09/555/92/PDF/N0955592.pdf?OpenElement>



consultation on the abortion law in Northern Ireland. Specifically, the Committee asked that consideration be given to amending the abortion law to remove the punitive provisions imposed on women who undergo abortion. The Commission regrets that this has not taken place. While recent events, including the opening of a Marie Stopes Clinic in Belfast, have increased public discourse on access to reproductive health care services and Government is consulting on guidance on the limited circumstances for a lawful termination of pregnancy⁶, neither of these constitute a full consultation and public debate on these matters. The Commission believes that such a consultation should consider, among other things, the issue of women in Northern Ireland having the same access to reproductive health care as women in the rest of the United Kingdom.

- We would also draw attention to the imperative for policy and decision makers to ensure that women's multiple identity – including politics, religion, race, age, disability, sexual orientation, caring responsibility or dependency, marital status – is fully considered in addressing the Committee's Concluding Observations. We note the new General Recommendation 27⁷ on older women and welcome the opportunity that this will bring to look at the life long experience of women. We would expect policy and decision makers to extend their action and address the further discrimination and disadvantage that exists for women including, for example, women in same sex relationships excluded from adopting, women with disabilities disadvantaged in education and employment and Black and Minority ethnic women and Traveller women who are under-represented in public life.

6 <http://www.dhsspsni.gov.uk/guidance-limited-circumstances-termination-pregnancy-april-2013.pdf>

7 <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/G10/472/53/PDF/G1047253.pdf?OpenElement>



2 Summary of recommendations

2.1 The Equality Commission recommends that the Committee asks Government to address the following with regards to women's equality in Northern Ireland:

Article 2: Obligations to eliminate discrimination

- to provide a Year on Report to demonstrate progress in key areas.
- to review legislation in respect of sex equality and equal pay and to amend the Sex Discrimination Order (NI) 1976 to prohibit unlawful discrimination and harassment by public authorities on the grounds of sex in the exercise of their public functions.
- to subject budgets to analysis which ensures that differential impact on women is identified and addressed.

Article 4: Special measures to accelerate equality

- to review the Gender Equality Strategy, Gender Equality Action Plans and action plans developed in conjunction with revised equality schemes.

Article 7: Political and public life

- to set out the steps to be taken, including temporary special measures, to realise the commitments in the Good Friday / Belfast Agreement on increasing the representation of women in Northern Ireland in political and public life.
- to develop measures that meet objectives for involving women in peace building set out in United Nations Security Council Resolution 1325.
- to consider the immediate use of temporary special measures in completing the Review of Public Administration in Northern Ireland.
- to conduct an assessment and introduce measures to mitigate for the impact of the abolition of the Women's National Commission on women's ability, through non-governmental women's organisations, to contribute to the implementation of the Convention.

Article 10: Education

- to take steps to act on the opportunities that exist through the curriculum and careers advice to challenge gender roles, stereotyping and discrimination and prevent gender based violence, recognising the particular needs of Traveller girls and young women and girls and women with disabilities.

Article 11: Employment

- to take action to increase the number of affordable and accessible childcare places in Northern Ireland, supporting women's economic participation and encouraging men to share responsibility for childcare.
- to review and strengthen the protections for women within the legislative and policy framework relating to flexible working, including developing an overarching strategy



- to set out a transparent strategy, including mandatory pay audits, in respect of equal pay across employment sectors and including part time and full time work.
- to carefully assess steps taken to rebalance the economy in order to protect advances in employment practice made in regard to equality for carers, flexible working and equal pay.

Article 13: Social and economic benefits

- to assess the impact on women of the proposed payment arrangements for Universal Credit and introduce measures to mitigate any negative impacts on women.
- to consider the impact that the proposed introduction of a flat rate pension will have on women currently, or soon to be, in receipt of state pension.



3 Recommendations for consideration by the UN Committee for the Elimination of Discrimination against Women in the examination of the UK Government in July 2013.

Article 2: Obligations to eliminate discrimination

Recommendation: *Implementing the Convention: We recommend that, as in 2008, Government is asked to provide a ‘Year On’ Report to demonstrate progress in key areas.*

- 3.1 The current policy development context in respect of women’s equality is fluid. The Northern Ireland Gender Equality Strategy (GES)⁸ is currently being reviewed and it is expected that new gender equality action plans will be published by OFMDFM at the end of that review. In the response to the CEDAW list of issues, OFMDFM outlined public authorities’ duties under Section 75 and referred to their implementation through equality schemes and equality impact assessment. OFMDFM also refers to the GES and its review as providing *‘an overarching policy framework through which departments, their agencies and other relevant statutory authorities work to promote gender equality across the main policy areas’*.
- 3.2 While the gender equality action plans were not published until 2010, Section 75 duties and the GES were in place at the time of the last examination of the UK by the CEDAW Committee. Despite this, we consider that little or no progress has been demonstrated on a number of the key areas set out in the Commission’s 2008 shadow report and which were included in the Committee’s 2008 Concluding Observations such as the use of temporary special measures to promote participation in public life and employment; the development of childcare; access to services for Traveller women and girls. Government also has responsibilities for women’s equality, for example, discrimination against women under other UN conventions including the UN Convention on the Rights of People with Disabilities⁹.
- 3.3 It is imperative that Government, as a matter of urgency, sets out the policy development steps to be taken in order to address women’s inequality in Northern Ireland. This will require analysis and assessment of the inequalities that exist, taking a whole-life view. Experience in early life has an impact on later life; and there are additional circumstances and experiences which cause women to be further disadvantaged - for example because of age, race, religion, sexual orientation, caring responsibilities and disability.
- 3.4 In order to ensure a sharp focus across Departments on revising the gender equality action plans, the Commission recommends that Government be required, via a ‘Year

8 <http://www.ofmdfmi.gov.uk/genderequalitystrategy2006-2016.pdf> - Gender Equality Strategy 2006-2016, Northern Ireland Executive

9 The Equality Commission has responsibilities, with the Northern Ireland Human Rights Commission, as the independent mechanism to oversee UNCRPD in Northern Ireland.



On' Report, to show the measures, benchmarks and timetables put in place to secure effective action on women's inequalities over the next four year reporting period. This will further allow the Commission and stakeholders to provide advice and to monitor progress.

Recommendation: *Legislative measures: We recommend that Government is asked to review legislation in respect of sex equality and equal pay and to amend the Sex Discrimination Order (NI) 1976 to prohibit unlawful discrimination and harassment by public authorities on the grounds of sex in the exercise of their public functions.*

- 3.5 The Sex Discrimination Order (NI) 1976 currently does not prohibit unlawful discrimination by public authorities on the grounds of sex in the exercise of their public functions.
- 3.6 This means that women (or men) cannot bring a complaint if they are discriminated against or harassed on account of their sex by public bodies while exercising their public functions, that is, those acts that a private person cannot do. Such protection already exists on the grounds of religious belief, race, sexual orientation and disability and on grounds of gender in the Equality Act 2010 in Great Britain. There is no justifiable reason why there should be weaker protection against unlawful discrimination on the grounds of sex in the exercise of public functions than that which exists under other equality grounds.
- 3.7 The Commission set out this position in its proposals for legislative reform in February 2009¹⁰, referring by way of example to the CEDAW Concluding Observation of 2008 in respect of women and prison in Northern Ireland. OFMDFM has reported to the Commission, and also in its response to the CEDAW list of issues, that a scoping exercise to identify gaps in provision has been carried out in relation to reform of equality legislation and the resulting draft Review Paper will be considered by the Equality and Human Rights Steering Group. We recommend that Government is asked to amend the above legislation as indicated.

Recommendation: *Gender budgeting: We recommend that the Committee asks Government to subject budgets to gender analysis.*

- 3.8 While Government records that the Programme for Government has been informed by the analysis and findings of a strategic level equality impact assessment¹¹ and the Programme for Government itself introduces a responsibility to include social clauses in all public procurement contracts for supplies, services and construction, it is not clear how these considerations are built into individual programmes, delivery or monitoring and reporting frameworks.

¹⁰ http://www.equalityni.org/archive/pdf/Priorities_for_legislative_reform0602091.pdf – Proposals for law reform, ECNI, February 2009



3.9 Without effective gender analysis, opportunities to promote women's equality can be missed. It is not the case that, simply, responsible public spending has an equal impact on women and men. In order to promote equality between men and women it is necessary to consider differential impact on women and men during the whole process of policy development across government functions including the budget itself. Government's cross departmental Gender Equality Strategy makes a commitment to gender budgeting.

Article 4: Special measures to accelerate equality

Recommendation: *We recommend that the Committee asks Government to review the Gender Equality Strategy, Gender Equality Action Plans and action plans developed in conjunction with revised equality schemes.*

3.10 While there is some forward movement in respect of women's representation in Northern Ireland,¹² a GB study shows it will take many years at the current rate of progress to achieve equal representation of women¹³.

3.11 Despite the Committee's 2008 Concluding Observations, Government has not reported any temporary special measures used to promote women's equality in Northern Ireland.

3.12 The Commission will continue to advise on mainstreaming and positive action in order to ensure effective application of the equality duties across public authorities designated under Section 75 of the Northern Ireland Act 1998.

Article 7: Political and public life

Recommendation: Temporary special measures: *We recommend that the Committee asks Government to set out the steps to be taken, including temporary special measures, to realise the commitments in the Good Friday / Belfast Agreement on increasing the representation of women in Northern Ireland in political and public life*

3.13 The Good Friday/Belfast Agreement¹⁴ committed Government to work for:

- the right of women to full and equal political participation;
- the advancement of women in public life.

11 <http://www.northernireland.gov.uk/pfg-2011-2015-final-report.pdf> - Programme for Government 2011-2015, Northern Ireland Executive 2012

12 <http://www.northernireland.gov.uk/draft-pfg-eqia-revised.pdf> - EQIA at strategic level of Programme for Government, 2012, page77 (annual report 2009-2010)

13 http://www.equalityhumanrights.com/uploaded_files/sex+power/sex_and_power_2011_gb__2_.pdf - EHRC 2011

14 <http://cain.ulst.ac.uk/events/peace/docs/agreement.pdf>



- 3.14 We welcome the extension of the Sex Discrimination (Election Candidates) Act 2002 which allows positive action in relation to women's political participation. We note that the UK Government's 7th Periodic Report¹⁵ records that: *'the UK Government will continue to work towards increasing the representation of women in Northern Ireland in public and political life'*.
- 3.15 However, while 67% of MEPs are women, only 22% of MPs, 20% of MLAs and 23% of councillors are women. Further, in 2011-2012 women accounted for 33% of public appointments held, 29% of public appointments made and 27% of all applications received for vacant public appointments. The figures demonstrate both continued under-representation and limited movement to improvement.
- 3.16 Government should identify and implement positive action measures that will work towards meaningful participation by women in public and political life and processes in Northern Ireland.

Recommendation: *Temporary special measures: We recommend that the Committee asks Government to develop measures that meet objectives for involving women in peace building set out in United Nations Security Council Resolution 1325.*

- 3.17 We note that, while Government has not implemented United Nations Security Council Resolution 1325, the UK's 7th Periodic Report¹⁶ records that: *"(n)evertheless, some aspects of UNSCR 1325, such as women's participation in peace building and political processes, are relevant to all states."*
- 3.18 The steps that Government intends to take to ensure women's participation in peacebuilding are unclear. The Consultative Group on the Past¹⁷ had only two woman members (of six); it is not obvious what consideration was given to the participation of women in the draft the Cohesion, Sharing and Integration Strategy¹⁸. The Women's Resource and Development Agency and the Community Foundation for Northern Ireland are currently undertaking a programme¹⁹ to capture the experiences of women living through conflict and through the subsequent period of conflict resolution and peace building. This is showing the impact of this neglect in respect of women's experiences of exclusion.
- 3.19 Government should identify and implement positive action measures that will work towards meaningful participation by women in peacebuilding and political processes in Northern Ireland.

15 <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N11/648/56/PDF/N1164856.pdf?OpenElement>

16 <http://www.homeoffice.gov.uk/publications/equalities/international-equality/7th-cedaw-report?view=Binary>

17 http://cain.ulst.ac.uk/victims/docs/consultative_group/cgp_230109_report_sum.pdf

18 http://www.ofmdfmi.gov.uk/final_web_version_-_csi_analysis_report_-_pdf_1.12_mb_.pdf

19 http://www.wrda.net/Documents/Women%20Your%20Community%20Your%20Say%20Rathcoole%20report%20_Nov%208_.pdf



Recommendation: *Review of Public Administration: We recommend that the Committee asks Government to consider the immediate use of temporary special measures in completing the Review of Public Administration in Northern Ireland.*

- 3.20 In Northern Ireland, a Review of Public Administration has been carried out over the last decade in health and social care, education and local government. Now in the last stages of reform in the local government sector, the Review is timetabled for completion by April 2015. Statutory Transition Committees are to be established to work towards the new local government framework. They will develop corporate plans and policies, establish community planning systems and select senior staff. They have already been established in temporary form, however representation of women (15% in Transition Committees) is lower than that in existing councils (23% in councils). The Transition Committees will be established in statute in Spring 2013 with the same composition as the existing temporary ones.
- 3.21 This means that the final steps in local government reform will be led by Committees in which women are further under-represented, to the potential detriment of the development of new policy, practice and the delivery of public services.
- 3.22 Means of checks and balances have been put forward in the past²⁰ and some of these have been used to date in the existing councils, for instance to balance recruitment and selection panels. These measures could include cooption of women, consultation or inclusion measures targeted at women or other steps to ensure women are involved in decision making.

Recommendation: *The Women's National Commission: We recommend that the Committee asks Government to conduct an assessment and introduce measures to mitigate for the impact of the abolition of the Women's National Commission on women's ability, through non-governmental women's organisations, to contribute to the implementation of the Convention.*

- 3.23 The Women's National Commission, Government's official, independent advisory body on women, was abolished during the process to reduce the number of non-departmental bodies in 2010. Some functions have been undertaken by the Government Equalities Office but they do not cover all the roles which the Women's National Commission had previously fulfilled and some, such as the Inter-Ministerial Group on Equalities and the Women's Business Council, do not cover Northern Ireland because equality is a devolved matter.

20 http://www.doeni.gov.uk/lgrt_gov_appendix_4.pdf - Bronagh Hinds and John Loughlin: Checks, Balances and Safeguards, November 2003



- 3.24 This means that women's NGOs in Northern Ireland are more limited in their access to development and influencing mechanisms in relation to UK policy as happened, for instance, in respect of work with the Women and Work Commission²¹, ensuring a specific Northern Ireland dimension. In addition, NGO participation in the Commission for the Status of Women and, indeed CEDAW itself, has less support.
- 3.25 Consideration should be given to ensuring that the measures that exist, including the Gender Directors' Network established in response to the 2008 Concluding Observations to ensure GEO communication and co-ordinations with the devolved administrations, are transparent and that all new measures are monitored and evaluated.

Article 10: Education

Recommendation: *Stereotyping, the curriculum and careers advice: We recommend that the Committee asks Government to take steps to act on the opportunities that exist through the curriculum and careers advice to challenge gender roles, stereotyping and discrimination and prevent gender based violence, recognising the specific needs of Traveller girls and young women and girls and women with disabilities.*

- 3.26 While steps have been taken to increase uptake of and attainment in STEM (science, technology, engineering and mathematics) subjects, it is not clear how the measures are targeted separately at girls and boys and girls remain under-represented in STEM subjects. Similarly, cross cutting strategies, for example, the Taskforce Report on Traveller Education, do not consider how to address issues which may impact differently on girls and boys.
- 3.27 The absence of such gendered analysis of education policies including the curriculum provides a foundation for inequalities. Stereotyping is both the cause and the result. The curriculum; careers guidance; access to further education and training; and caring responsibilities have lifelong impact on women's lives and their opportunity to fulfil their potential.
- 3.28 While girls' educational attainment has improved and they now outperform boys, stereotyping, the curriculum and careers advice still inhibit girls' further life experience. The experience of girls and young women who face multiple inequalities including girls and young women with disabilities is much worse.

21 <http://www.ofmdfmi.gov.uk/women-and-work-commission-report-ni-response.pdf>



Article 11: Employment

Recommendation: *Childcare: We recommend that the Committee asks Government to take action to increase the number of affordable and accessible childcare places in Northern Ireland, supporting women's economic participation and encouraging men to share responsibility for childcare.*

- 3.29 The strategic level equality impact assessment of the Programme for Government²² states 'There should be no ambiguity concerning the Executive's commitment to publish and take forward a childcare strategy along with key actions to provide integrated and affordable childcare'. Government policy from economic development through education, training, health and social care to welfare reform all reference and depend on childcare provision.
- 3.30 The Commission is disappointed in Government's failure as yet deliver a cross-departmental approach to implement a strategy that brings forward affordable, accessible and appropriate childcare to meet the needs of the child; the family and wider society – including the economic participation of women.
- 3.31 The Commission has published *Childcare: Maximising the Economic Position of Women*²³ (February 2013) and will continue to advise Departments on the basis of policy recommendations developed from its findings. We welcomed the recent consultation on a paper, Towards a Childcare Strategy, which promoted debate on the issue..
- Recommendation:** *Access to work: We recommend that the Committee asks Government to review and strengthen the protections for women within the legislative and policy framework relating to flexible working, developing an overarching strategy.*
- 3.32 Lack of childcare or other family and home commitments are the most often cited reason for women's economic inactivity (35%)²⁴. In addition family related leave and flexible working provision is delivered in an uneven and unsupported manner.
- 3.33 Many initiatives have not considered the differential impact on women and men and the legislation on parental leave has grown in a piecemeal way.
- 3.34 An overarching initiative is required to harmonise the legislation, support the public and private sectors in implementing flexible working programmes and change attitudes to flexible working.

22 <http://www.northernireland.gov.uk/pfg-2011-2015-final-report.pdf> - Programme for Government 2011-2015, Northern Ireland Executive 2012, page 76

23 [http://www.equalityni.org/archive/pdf/ChildCareMainReport\(Web\).pdf](http://www.equalityni.org/archive/pdf/ChildCareMainReport(Web).pdf)

24 http://www.detini.gov.uk/women_in_northern_ireland_september_2012_final_version.pdf - Women in Northern Ireland, DETI, September 2012



Recommendation: Pay: *We recommend that the Committee asks Government to set out a strategy, including mandatory pay audits, in respect of equal pay across employment sectors and including part time and full time work.*

- 3.35 While the full time gender pay gap has less impact on women in Northern Ireland because of a number of factors including the larger public sector, significant pay differentials remain for part time workers and others. Government policy is to rebalance the economy in Northern Ireland away from the public and towards the private sector with the potential to compound and increase differentials.
- 3.36 The Equality Commission reviewed its 1999 Code of Practice on Equal Pay in order to replace it with a revised Code to include the Commission's guidance on undertaking equal pay reviews. The Code of Practice is due to be published in June 2013.
- 3.37 An overarching Government strategy is required to deliver equal pay objectives in the public and private sector.

Recommendation: Re-balancing the economy: *We recommend that the Committee asks Government to carefully assess steps taken to rebalance the economy in order to protect advances in employment practice made in regard to equality for carers, flexible working and equal pay.*

- 3.38 Government's response to the recession and policy to rebalance the economy could serve to exacerbate women's negative experience of the three factors above in recommendations 10 (childcare), 11 (access to work) and 12 (pay).
- 3.39 Adequate provision of childcare, flexible working and closing the gender pay gap lack complete employer and public support. In recession they are seen as expendable measures. It is Government policy to rebalance the economy from the public to the private sector and the impact of steps taken in doing this should be considered in relation to their differential impact on women and men.
- 3.40 Advances achieved must be protected and extended in order to ensure the economic participation of women and the benefit to the community of their contribution

Article 13: Social and economic benefits (and Articles 14(c) and 15)

Recommendation: Welfare reform: *We ask that the Committee urges Government to assess the impact on women of the proposed payment arrangements for Universal Credit and introduce measures to mitigate any negative impact.*

- 3.41 Current proposals for welfare reform, designed to simplify the system, bring together a range of working age benefits in a single payment. This payment, Universal Credit, will by default be paid monthly to one member of the household or into a joint account.



The UK response to the list of issues reports that this policy 'is gender neutral, so where men and women are in the same circumstances, they are treated equally'²⁵.

- 3.42 Responding to the equality impact assessment on welfare reform in Northern Ireland, the Commission stated its concern that the Department for Social Development had not identified the negative impact on women as indicated, “[p]aying the new Universal Credit to the main earner following joint claim and joint assessment will, in many cases, leave women without income²⁶.” In evidence to the Ad Hoc Committee on Conformity with Equality Requirements, Welfare Reform Bill, the Commission advised, ‘The Department is under an obligation to pay due regard to the need to promote equality of opportunity ... What the Department has to do is ensure that the equality impacts are taken into account in developing the legislation. Where there are adverse impacts, the Department must take steps to mitigate those.’²⁷
- 3.43 The proposal to pay Universal Credit to the main earner rolls social policy back by decades. The Commission is concerned that the department has not fully considered potential equality impacts in this regard. It may also be in direct conflict with CEDAW Article 14(c) regarding the right of rural women ‘to benefit directly from social security programmes’.
- 3.44 The impact of having no independent income on women is significant. Government should consider steps that can be taken to mitigate the adverse impact on women of the Welfare Reform Bill and its Regulations.

Recommendation: Pensions: We recommend that the Committee asks government to consider the impact that the proposed introduction of a flat rate pension will have on women currently, or soon to be, in receipt of state pension.

- 3.45 Government proposes to introduce a flat rate pension. While there are advantages to this, those already in receipt of state pension when the new scheme is introduced will not be included in the new scheme.
- 3.46 This will mean that women will have a lesser pension for many years, given their greater longevity and current earlier qualifying age.
- 3.47 Government needs to review carefully the disproportionate impact the welfare reform programme has on women and, where remedies are identified, take steps to redress the negative impact.

25 <http://www2.ohchr.org/English/bodies/cedaw/docs/CEDAW.C.GBR.Q.7.Add.1.pdf> - UK response to CEDAW list of issues, February 2013

26 <http://www.equalityni.org/archive/pdf/ECNIRresponseDSDWelfareReformBillEQIA141211.pdf> - Response to EQIA of Welfare Reform Bill (Northern Ireland) 2011, December 2011

27 http://www.niassembly.gov.uk/Documents/Official-Reports/Ad%20Hoc/Ad%20Hoc%202012-13/121203_EqualityCommissionBriefing.pdf - Official Report, NIA 3 December 2012



4 Conclusion

- 4.1 The Commission welcomes the opportunity to make submissions to the Committee in relation to the UK's compliance and specifically to submit recommendations relevant to Northern Ireland.

5 Appendix 1 Roles and duties of the ECNI

- 5.1 The Equality Commission for Northern Ireland is an independent public body established under the Northern Ireland Act 1998. The Commission is responsible for implementing the legislation on fair employment and treatment, sex discrimination and equal pay, race relations, age, sexual orientation and disability. The Commission's remit also includes overseeing the statutory duties on public authorities to promote equality of opportunity and good relations under Section 75 of the Northern Ireland Act 1998 (Section 75) and the disability duties under the Disability Discrimination (Northern Ireland) Order 2006. The Commission, along with the Northern Ireland Human Rights Commission, has been designated under the United Nations Convention on the Rights of People with Disabilities as the independent mechanism tasked with promoting, protecting and monitoring implementation of UNCRPD in Northern Ireland.

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Equality Commission

FOR NORTHERN IRELAND



getting a
fair share?

A discussion on issues impacting on
women's economic independence in NI