



'Gender-Mainstreaming Strategy'

COTHROMAÍOCHT SEMINAR 4/4/22



Definition

- ▶ Gender mainstreaming has been embraced internationally as a strategy towards realising gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination. (European Institute for Gender Equality, EIGE)

Cothromaíocht

- ▶ Respect
- ▶ Equality
- ▶ Opportunity

Comhaltas Ethos

The essence of our movement as we interpret it, is that it is all-embracing and inclusive of everyone regardless of race, religion or ability.

The core values of our services have always been underpinned by honesty, openness, fairness, the dignity and humanity of each person, free from harassment, anti-sectarian and anti-racist.

We believe in the intrinsic value of every person and we aim to further the dignity of all associated with our movement.

We want each individual to avail of opportunities for self-expression in the pursuit of Irish traditional music, song, dance and language.

We promote inclusivity, equal opportunity for all regardless of gender, marital status, sexual orientation, age, disability, religious belief or lack thereof, race, ethnicity or nationality

Societal Development

Gender Equity

Harassment

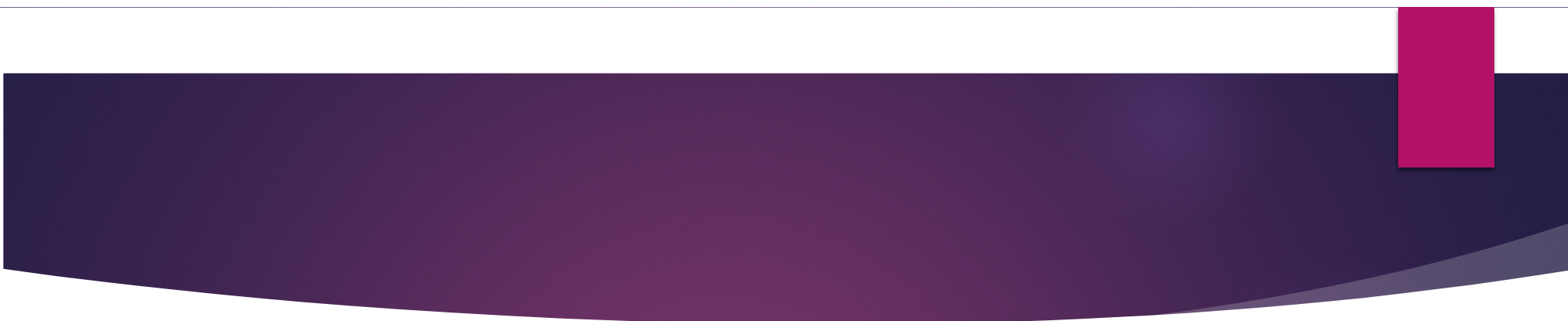
Abuse

Bullying

Statistics Within Comhaltas

Staff: Head-Office, Regional Management & Senior Administrative Staff:

	Female	Male
Head-Office Includes Management	50%	50%
Regional Staff	60%	40%

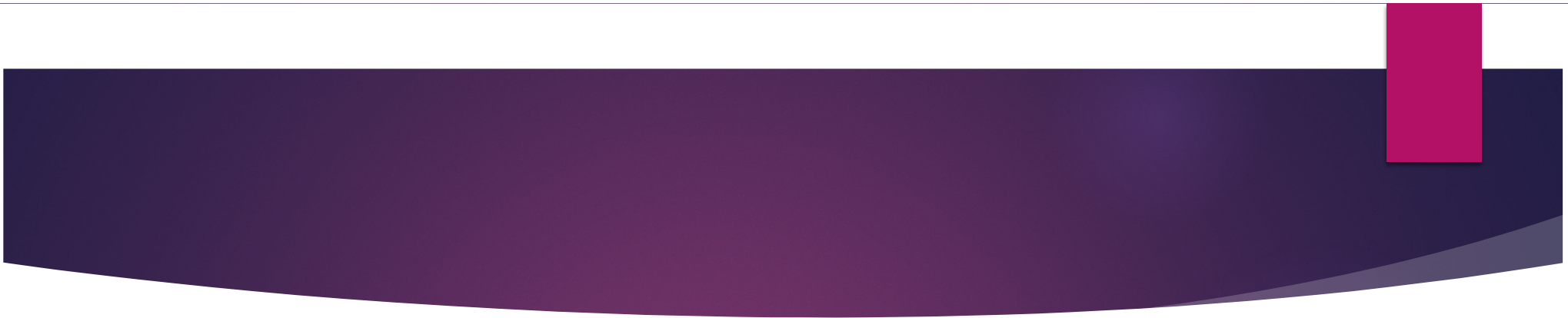


Ardchomhairle/Central Executive Council: Key Leadership Positions, National Officers including advisory sub-committee Chairs

Female	Male
43%	57%

Comhaltas TTCT

Female	Male
63%	37%



SCT

	Female	Male
Examiners	55%	43%
Candidates/Students	73%	27%

What is Gender Equality and Training?

National policy for gender equality works towards women and men enjoying the same rights and opportunities across all sectors of society, with an aim to make sure the needs of women and men are equally valued.

Gender equality training provides participants with the relevant Knowledge, skills and values that allow them to implement 'Gender-Mainstreaming Strategy' (European Institute for Gender Equality, EIGE) in their area of expertise within the Irish Traditional Arts.

Training Provides



Knowledge Building



Skills/tools



Values



Effective implementation



Awareness



Understanding

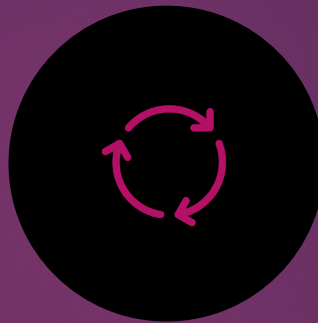


Empowered learning

Key Areas



PLANNING



IMPLEMENTATION



EVALUATION

Planning

- ▶ **The 4 types of Discrimination**
- ▶ **Direct discrimination** is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.
- ▶ **Indirect discrimination** occurs when a requirement or condition is applied which whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex, marital status than another and cannot be justified on grounds other than race, sex or marital status.
- ▶ **Harassment**
- ▶ **Victimisation**



Planning

Further Breakdown of Discrimination

Age Discrimination.

Disability Discrimination.

Sexual Orientation.

Status as a Parent.

Religious Discrimination.

National Origin.

Pregnancy.

Sexual Harassment.

Planning

▶ Aims & Objectives

- ▶ Recognise the importance of affording equity, equal opportunity and fair treatment to all present and potential members.
- ▶ Ensure that all people irrespective of their age, gender, ability, disability, race, religion, ethnic, origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in activities at all levels and in all roles.
- ▶ Relationships with members, employees and in the provision of services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified.

Implementation

Identifying inequalities and gaps in your field of activity

Define objectives

Take into account gender when developing activities, policy, committees, programmes

To be aware of gender equality when implementing activities, policy, committees, programmes

Identify resources available

Parties involved must play an active role

Implementation

- ▶ **Inclusion policy**
- ▶ To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities experiencing disadvantage, poverty and health inequalities.
- ▶ To ensure that no-one working or wishing to work for or on behalf of the Comhaltas receives less favourable treatment.
- ▶ To give clear guidance to individuals working, either employed or as volunteers, on the commitment to equal opportunities.
- ▶ To ensure that all those who participate in Comhaltas, at all levels and roles receive fair and equitable treatment.
- ▶ To ensure that the format and content of all competitions, regulations and assessments provide equality for all, except where specific situations may reasonably prevent this.
- ▶ To ensure that all materials prepared, produced and distributed by or on behalf of Comhaltas promote a clear image of the profile of all those who are involved in the traditional Irish arts.

Implementation

Theoretical knowledge

Practical skills

Change in attitude and behaviour

Well-designed framework

Good organisational management

Competence development

How to bring about expected results.

Key Principles of Best Practice

The welfare of the person is paramount

Everyone has a right to be heard, listened to and taken seriously

Parents/carers of children and vulnerable adults have a right to respect and should be consulted in matters that concern their family

Early intervention and support should be available

A person's gender, religion, culture and developmental stage should be considered when taking protective action

Professionals working with adults, children or vulnerable adults who have difficulties meeting the basic needs for safety should consider the impact of their behaviour and act in their best interests.

Basis for Reporting Concerns & Standard Reporting Procedure

- ▶ Everyone must be alert to the possibility that people with whom they are in contact with may be suffering from equality, discrimination, abuse, harassment, bullying or neglect. Any reasonable concern or suspicion must elicit a response. You may be informed by:
- ▶ Direct Disclosure
- ▶ Direct observation
- ▶ Information from a third party
- ▶ Observation of an injury
- ▶ Aspects of behaviour
- ▶ Consistent signs over a period of time

Dealing With Disclosure

Stay Calm / Don't Panic

Listen

Accept

Reassure

Record in writing / Don't delay the process

Report

Record report

Don't promise to keep secrets

Don't ask leading questions

Evaluation

Monitor progress

Evaluate activities and programmes from a gender perspective

Availability and knowledge of resources

Aim for high standards

Quality assurance

Tailored training to the needs of individual or groups

Encouragement

Policy commitment

Resources

- ▶ Resources and infrastructure are imperative to develop gender equality competence. To deliver high standards, awareness and understanding the following resources can be implemented at all levels:
- ▶ Face to face training
- ▶ Courses of study
- ▶ Online modules
- ▶ Guidance materials
- ▶ Network of sharing expertise
- ▶ Workshops
- ▶ Seminars
- ▶ Mentoring
- ▶ Promotion of equal opportunities
- ▶ Continuous development of documentation

Resources

- ▶ genderequality.ie
- ▶ gov.ie – Gender Equality
- ▶ EIGE – European Institute for Gender Equality. Online glossary of gender mainstreaming concepts and definitions
- ▶ Council of Europe gender equality glossary
- ▶ Department of Children, Equality, Disability, Integration and Youth
- ▶ National Strategy for Women and Girls 2017-2021 (NSWG)
- ▶ National Women's Council of Ireland
- ▶ Bystander Intervention Programme, UCC

The Way Forward

Education

Training

Awareness

Empowerment

Research

Development

Precedent

Safeguarding

Current Structures

TTCT, Irish Traditional
Arts teacher
training course

SCT, practical
graded exams, as
part of examiner
training

Pre-TTCT
Preparation
Courses

Adjudicators for
county, provincial
and All Ireland
Fleadhanna;
seminars/mentoring

Event Organisers

Artistes &
Performances
across all levels of
the organisation

Child & Vulnerable
Adult Protection &
Safeguarding
Training

Officer and
Leadership Training

Youth Officer
Training

Volunteer Training

PR
Seminars/Training