



Quality in Gender+ Equality Policies

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State of the Art and Mapping of Competences Report: Ireland

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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Introduction

Research on gender equality policies has quite a long history in Ireland. While it is centred in the Universities, the government and Non-Governmental Organisations (NGOs) have both played key roles in developing this work.

In Ireland, gender equality is often situated in relation to a wider range of inequalities than required by the EU Directives. Not only are gender, ethnicity, religion, disability, age and sexual orientation named, but also marital status, family status and Travellers.

The language used in almost all publications in Ireland is English, not Gaelic, hence no studies are reported in any language other than English.

While the selection of the studies has prioritised a focus on gender+ equality policies, some more general studies have been included that have been important in informing this work. Ireland is a country that is undergoing very rapid social change, and this is reflected in the literature.

General gender equality policies

There is a strong international influence on both the development and analysis of general gender equality policies in Ireland, which is widely noted in the literature. International here means both the European Union and also the United Nations, especially the UN Beijing Platform for Action.

The Irish Department of Justice, Equality and Law Reform and the Equality Authority have played key roles in the funding and focusing of research on gender equality policies, with activities ranging from developing a vision of gender equality to detailed policy analysis. There is concern to develop rigorous mechanisms to monitor and evaluate gender equality policies, including through discussions of the development of indicators and statistics of gender equality. Work associated with the Equality Authority is notable by its routine invocation of the concept of equality.

There is considerable reflexivity on the processes of change in gender relations in Ireland and the role of public policy in this. This includes wide ranging accounts of change in Irish society and reflection on the significance of the intersection of gender with ethnicity, nationalism and religion.

Non-employment

There is considerable research on the issues associated with non-employment, although most is not focused on non-employment per se. While 10-20 years ago there was much concern with high rates of unemployment, today the rapid growth in the Irish economy has led to new concerns, for example, whether the decline in women's non-employment is only via poor quality part-time employment.

The Equality Authority is a major funder of research in the area of non-employment, with implications for the significance of its preferred framing of the relevant issues. In

many of the studies based on Equality Authority funds, gender equality is analysed at its intersection with at least some of the other equalities issues recognised in Ireland rather than as a stand-alone issue, especially age, disability, and ethnicity. However, routine presence is not the same as sustained focus. Further studies include analysis of the support carers need in order to be in employment, especially the issue of the relative lack of availability of public childcare.

Several studies critically analyse the interface of employment with welfare provision including active labour market programmes as well as the wider issue of poverty; while some studies include women's poverty, others are class focused with little attention paid to the gender dimension of social inequality.

There is a body of academic research that focuses on gender equality issues in employment, most of which only tangentially addresses issues of non-employment, so only a fraction of this is included in this literature review.

Intimate Citizenship

Ireland has been riven with major political controversy over several aspects of intimate citizenship for over two decades, with constitutional referenda and amendments, European legal cases, and a special protocol attached to an EU Treaty. This is reflected in the energetic and sophisticated research literature on these matters. Major topics in the literature concern abortion (illegal) and divorce (legalised in 1995). The implications of crossing state boundaries into different regulatory regimes are recurrent themes in this literature on intimate citizenship.

While the early literature addressed abortion as a contested issue in the development of women's rights, more recent literature has reflected on the significance of cross-border movements, facilitated under EU law, which allow women to access abortion services abroad. The significance of travel across borders in order to access a range of commercially available reproductive services have provoked reflections on pluralism, tolerance, commerce, travel, legal regimes and the EU, in which gender equality is a much less prominent theme.

Academic reflections on divorce, which was legalised only on the second attempt to change the constitution, range from a focus on gender inequality in marriage and in matrimonial property entitlements to detailed arguments as to the implications of the still restrictive laws.

There are few studies on same-sex partnerships perhaps reflecting the early stage of the development of controversy over legal developments as compared with other aspects of intimate citizenship such as abortion and divorce. Ireland is currently only one of two of the old EU-15 countries not to have legislation to permit same-sex civil partnerships, but public discussions are now developing on this issue.

Gender-based violence

Much of the literature on policies towards gender-based violence is sponsored either by Dublin-based NGOs or by European-wide networks that have a base in Ireland. While academics are the people who write most of the reports, only a small part of

this work is based solely within the academy. This means that much of the work has a policy relevant focus.

Sexual assault has been the focus of much of the leading research, though a wide range of forms of gender-based violence are included in some way, including domestic abuse, child abuse and prostitution. Much, though not all, of this policy-oriented work is clearly articulated through a gender equality framing.

Annotated Bibliography

1 General Gender Equality Policy

1.1 Ireland

- 1) Moran, Marie. 2006. Social inclusion and the limits of pragmatic liberalism: The Irish case. *Irish Political Studies* 21 (2):181-201.

Keywords: social inclusion, employment, care, inequality

Moran provides a critical reflection on the discourse of social inclusion in Irish public policy. She notes the centrality of employment to the notion of social inclusion and queries whether this is always appropriate. She notes that the high levels of employment that are called for within this strategy are problematic for care, community and volunteer work, and that many carers do not have the time to engage in the labour market and suffer material deprivation as a consequence. The discussion does not engage overtly with issues of gender inequality, despite the concern for care and social justice.

- 2) Reilly, Niamh. 2005. The United Nations 'Beijing Platform for Action' (1995-2005): Local-global political spaces, NGO activism and governmental responses in the Republic of Ireland. *Irish Political Studies* 20 (2):187-200.

Keywords: Gender equality policies, UN Platform for Action, local-global, NGOs

Reilly investigates the impact of global politics on Irish gender politics. She examines the ways in which the UN Beijing Platform for Action came to have an effect on Irish gender equality politics, analysing its role for both the state and NGOs and their mutual engagement. She discusses the different ways in which gender equality was framed, including a tension between an earlier 'women's rights' approach, and a later 'gender equality' approach that is closely linked to gender mainstreaming. She notes that Ireland was aligned with the EU in its opposition at a global level to US attempts to weaken the statement from the Beijing+10 meeting, especially around reproductive rights and abortion. She concludes that the existence of the Platform for Action, and the opportunities it affords for monitoring its implementation, produce positive gains for local feminist projects and networks.

- 3) Fitzpatrick Associates. 2004. Indicator research based on 'The development of mechanisms to monitor progress in achieving gender equality in Ireland'. Dublin: Department of Justice, Equality and Law Reform.

Keywords: data, statistics, indicators, monitor, gender equality policies

This report takes as its starting point the Gilligan report on indicators and mechanisms to monitor gender equality in Ireland, also commissioned by the Department of Justice, Equality and Law Reform. The report reaffirms the framing of these indicators by the UN Platform for Action. It investigates the extent to which data is available to support her potential 180 indicators and the extent to which they overlap with already existing indicators. They note that there is very little overlap with existing indicators, since these are largely ungendered. It recommends a shortened list of around 3 indicators for each of the 12 critical areas of the Platform for Action that uses available data, amounting to 45 indicators altogether.

- 4) Daly, Mary and Sara Clavero. 2003. EQUAPOL: Gender sensitive and woman friendly public policies: A comparative analysis of their progress and impact: Ireland. Belfast: School of Sociology and Social Policy, Queen's University, Belfast.

Keywords: Gender equality policy, gender mainstreaming, policy development

This is the state of the art review of gender sensitive and woman friendly public policies in Ireland for the EU comparative project EQUAPOL. It provides a timeline on the development of general gender equality policies in Ireland since the early 1970's; a review of the institutional architecture for gender equality policies; mainstreaming methods and procedures; information on key non-governmental stakeholders and barriers and facilitators of gender mainstreaming; and centres of competence and expertise. The main focus is on gender equality and gender mainstreaming in two areas: social protection and tax policies; and education policies.

- 5) Carney, Gemma. 2002. Feminism, the women's movement and the internationalisation of gender equality policy: The case of 'gender mainstreaming'. *Irish Political Studies* 17 (2):17-34.

Keywords: feminism, gender mainstreaming, internationalisation

Carney investigates the development of gender mainstreaming as a policy in Ireland. She focuses on the role of the women's movement in developing the theory and practice of gender mainstreaming. She makes a strong argument about the role of international organisations in the development of gender mainstreaming in Ireland. Gender mainstreaming is seen as international in origin, entering Irish politics through the activities of NGOs, who succeeded in getting it institutionalised in the bureaucracies of the Irish state. She notes that the introduction of the policy is not the same as changing gender inequality in Irish society.

- 6) Equality Authority. 2001. Towards a vision for a gender equal society. Dublin: The Equality Authority.

Keywords: gender equality, vision, society

This document, prepared by the Irish Equality Authority as a contribution for the development of a National Action Plan for Women, outlines a vision for a gender equal society. It hopes to find a consensus for change that can be used for mobilisation. Four elements are identified within this vision: redistribution, representation, recognition and respect. Redistribution concerns the equal distribution of resources. Representation concerns equal representation and participation in political decision making. Recognition is concerned with equality in exploring and affirming identities in the cultural sphere. Respect concerns affective equality including opportunities for all to develop their emotional potential and to facilitate caring and support. Each is centred on a concept of equality, though the last one does so rather awkwardly. These four equality objectives are linked to commitments made in the UN Platform for Action.

- 7) Galligan, Yvonne. 2000. The development of mechanisms to monitor progress in achieving gender equality in Ireland. Dublin: Department of Justice, Equality and Law Reform.

Keywords: gender equality, monitoring, mechanisms

Galligan, in this report commissioned by the Irish Department for Justice, Equality and Law Reform, identifies the principle of gender equality, the policy context of the UN Commission on the Status of Women and the UN Platform for Action, and the mechanisms for monitoring gender equality. These mechanisms include the development of statistics, indicators and institutions. Gender statistics are seen as one of the major instruments for monitoring and promoting gender equality, but are not yet fully available, so recommendations are made to improve these. Indicators are seen to provide visible evidence of change or otherwise. After a discussion of existing UN indicators, GDI and GEM, indicators are identified in relation to each of the critical areas of the UN Platform for Action. This list of potential indicators is a major focus of the document. The need for a strong institutional framework for gender equality is noted. The report calls for a Constitutional amendment, greater attention by government departments to gender mainstreaming, a National Plan for Women with targets for each department, greater co-ordination at governmental and agency level, and the strengthening of consultative mechanisms.

- 8) O'Sullivan, Denis. 1999. Gender equity as a policy paradigm in the Irish educational policy process. *The Economic and Social Review* 30 (3):309-336.

Keywords: gender equity, policy paradigm, education

O'Sullivan analyses the reasons for the effectiveness of the gender equity in educational policy. He develops the concept of 'policy paradigm', deriving the concept of paradigm from Kuhn, and develops this with Foucault's notion of a 'regime of truth'. He addresses the conceptualisation of the paradigm, its themes and which people are constituted as its members. The analysis

includes linguistic, epistemic, normative, affiliative and procedural dimensions, which regulate what is a meaningful problem, who is a legitimate participant in the field, and how the policy is to be enacted realised and evaluated. He investigates the ways in which potential rivals or sources of disruption, such as male underachievement, are dealt with. He treats educational policy as cultural politics. He situates this in the emergence of the women's movement in Ireland in the 1970's and its rapid move into becoming 'state feminism', making liberal reformist demands, successfully using the state as an actor on their behalf.

- 9) O'Connor, Pat. 1998. *Emerging voices: Women in contemporary Irish society*. Dublin: Institute of Public Administration.

Keywords: general, Irish society, gender, women

A wide-ranging review of the changing position of women in Irish society, covering most of the important developments including gender equality policy up until the late 1990's.

- 10) Lentin, Ronit. 1998. 'Irishness', the 1937 Constitution, and citizenship: A gender and ethnicity view. *Irish Journal of Sociology* 8:5-24.

Keywords: ethnicity, gender, intersection, Constitution, citizenship

Lentin examines the significance of gender and ethnicity for the concept of Irishness. She examines the significance of religion and gender in the 1937 Constitution for the development of citizenship and national identity. She argues that the exclusion of the experiences of Travellers from sociological and feminist accounts of citizenship needs to be remedied. Lentin argues that the intersection of these categories of gender, race, nationalism and religion have implications for the Irishness and citizenship.

2 Non-employment

2.1 Ireland

- 1) Turner, Thomas and Amanda Haynes. 2006. Welfare provision in boom times: Strengthening social equity in Ireland? *Irish Journal of Sociology* 15 (2):86-100.

Keywords: non-employment, welfare, equity, typology

Turner and Haynes investigate whether the Irish state has used the resources of the last years of sustained and rapid economic growth to develop social welfare and reduce inequity. They note the development, since 1987, of social partnership type agreements between government, employers and trade unions. They note the disagreement in the comparative welfare state literature as to whether Ireland is best categorised as liberal/residual or Catholic/corporatist, not least Esping-Andersen's own ambivalence on this matter. They conclude that liberal/residual is the most appropriate. Using primarily data on income, they note the increase in absolute inequality, combined with a decline in absolute poverty. Looking at government expenditure on welfare, health and education, they note that while absolute spending has increased, as a proportion of GDP it has declined. There is no reference to gender anywhere in the article, despite its concern with social inequality.

- 2) O'Connell, Philip and Helen Russell. 2005. Equality at Work? Workplace Equality Policies, Flexible Working Arrangements and the Quality of Work. Dublin: The Equality Authority.

Keywords: non-employment, equality policies, flexible working, quality of work

The report examines workplace equality policies, flexible working arrangements and the quality of work. Data is drawn from a nationally representative survey of 5000 people in Ireland conducted by the Economic and Social Research Institute for the National Centre for Partnership and Performance. They found that three-quarters of employees work in organisations with formal equal opportunities policies, though these were much more common in the public than private sector, in larger organisations and those that recognised trade unions. Workplaces with equality policies were more likely to have policies on flexibility. The existence of formal equal opportunities policies was associated with employees' perceptions of workplace fairness, on workers' well-being, but no discernible impact on job quality nor on individual earnings nor the gender wage gap.

- 3) Equality Authority. 2005. Implementing equality for carers. Dublin: The Equality Authority.

Keywords: non-employment, carers, equality, state

This report from the Equality Authority addresses the issue of equality for carers. It notes the need for a new division of caring between carers and the state; a challenge is to address the residual model of care under which carers receive little state support. It calls for greater value to be attached to caring; deficits are identified in income support and resources as well as listening to the voices of carers and their problems of isolation. It notes the diversity of carers, men as well as women, young as well as old, those in paid work and those who are not, with disabilities and not, of different ethnic backgrounds (including Travellers). The need to pursue equality is conceptualised across the range of inequalities, including but not only caring.

- 4) Russell, Helen and Tony Fahey. 2004. Ageing and labour market participation. Dublin: The Equality Authority.

Keywords: non-employment, ageing, labour force participation,

The report is concerned with the development of policies to address the labour market needs of unemployed older people, older people experiencing sickness and older disabled people. The report draws on an analysis of the national 'Living in Ireland Panel Surveys', and other national surveys. The report notes the increase in the employment of older people, 50-69, in employment during the 1990's, reversing a previous long-term downward trend. The report addresses gender differences among older people fairly systematically. The increase in older people in employment was mostly of women who had previously been at home, engaged in 'home duties', entering employment, a decline in the unemployment of older men and a small decline in the proportion of women who retired. Region was also a source of differences.

- 5) Gannon, Brenda and Brian Nolan. 2004. Disability and labour market participation. Dublin: Equality Authority.

Keywords: non-employment, disability, labour market participation

The report reviews the position of disabled people ('people with disabilities' is the phrase used) in the labour market in the context of equality legislation. The Employment Equality Act 1998 and Equal Status Act 2000 allow positive action to integrate disabled people into employment. The report notes the shift from the medical to the social model of disability, and the significance attached to reducing the disabling features of the environment. Failure to make reasonable accommodation to the needs of disabled people constitutes discrimination. The report is based on national statistical data. The report provides some gender breakdowns of the statistics, but not always. More men than women say that they are unable to work due to permanent sickness or disability. The report

notes that women looking after a home are unlikely to give such a response. Age breakdowns are also given; older people are more likely to be prevented from working because they are disabled than younger people.

- 6) Equality Authority. 2004. Building an inclusive workplace. Dublin: The Equality Authority.

Keywords: non-employment, workplace, inclusive, equality, diversity

This report from the Equality Authority to the Forum on the Workplace of the Future maps out the equality legislation and the role of equality in building the Irish economy. The expansion of the economy and employment, combined with new commitments to equality, is seen to have a major impact in drawing into employment groups that were previously underrepresented there. These diversity elements are seen to include women, especially as parents, older people, disabled people and migrant workers. This is a policy review document.

- 7) Cullen, Kevin, Sarah Delaney and Petrina Duff 2004. Caring, working and public policy. Dublin: The Equality Authority.

Keywords: non-employment, carers, public policy, needs, rights, equality

The report explores the relationship between caring and employment, especially the choices made between them or in combining them. It provides information on the number and profile of carers, the extent to which care restricts employment, and carers' needs for services and support. The report uses data from the Census, and other secondary sources. Most carers are women, though men are also significantly involved. The employment rates of women who were carers have been very low, though these are now rising, though predominantly involving part-time employment. The report suggests that only a small proportion of carers leave employment because of caring, rather being not being employed when their caring commenced, however, many would like to be employed if circumstances were to make this possible. Employment for carers is regarded as being important for them, either during caring, or afterwards. The provision of additional services as well as attention to working time arrangements and tax relief are considered important in delivering genuine choices to carers.

- 8) Collins, Grainne and James Wickham. 2004. Inclusion or exploitation? Irish women enter the labour force. *Gender, Work and Organisation* 11 (1):26-46.

Keywords: non-employment, inclusion or exploitation? labour force commitment, changes, financial services, retail.

Collins and Wickham (2004) investigate the increase in women's employment in Ireland, asking whether this is best understood as social inclusion or exploitation. They set this in the context of a contrast between modernist

understandings of equality as involving full participation in the formal labour market and the contemporary concern for 'difference'. They focus on a test of Hakim's thesis that women are divided into those that are committed to employment or committed to the home, hence indirectly addressing the issue of women's perception of the legitimacy of non-employment. After a review of changes in Ireland since the large increases in women's employment from the 1970s, they focus on qualitative data from the retail and financial services sectors. They find diverse patterns in women's preferences and understandings of commitment to employment or home that do not easily map onto their actual employment practices; rather there is considerable contingency and variation. This leads them to reject the essentialism of Hakim's position.

- 9) Barry, Ursula and Catherine Conlon. 2004. Gender equality perspective on Ireland's National Employment Action Plan 2004: Irish report. Dublin: Women's Education and Research Centre and Resource Centre, University College Dublin.

Keywords: non-employment, gender equality, National Employment Action Plan

This report is a critical review of the Irish National Action Plan from the point of view of gender equality policy. It is an annual review, part of an Expert Network with a member in every EU country, which is funded by the European Commission as part of the process of gender mainstreaming using the Open Method of policy Coordination. The focus is on gender equality policy as defined at a European level, and its implementation at the Member State level. The series of reports review in detail the developments in Ireland on a year by year basis. In this 2004 report, the absence of a proper care infrastructure is identified as the main obstacle to women's employment, itself identified as a EU target.

- 10) WRC. 2003. Accommodating diversity in labour market programmes. Dublin: The Equality Authority.

Keywords: non-employment, labour market programmes, diversity, gender equality, social inclusion

The report reviews the accommodation to diversity in the Employment and Human Resources Development Operational Programme within the National Development Plan. This programme is intended to place employment growth, access to employment, skills and labour market shortages, and life long learning at the centre of Irish development. Gender equality is reported to be pursued in the Programme through measures targeted on women, gender impact assessments, and gender disaggregated data on the implementation of measures. This is in the context of the nine different grounds on which equality legislation is established: gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller Community identified in the Employment Equality Act 1998 and Equal Status Act 2000. This report draws together information on 8 research projects. Gender is not the

main focus of this report, but is included as a note in the analysis. The concern is to reduce the non-employment of older people, disabled people, minority ethnic groups (especially refugees) and members of the Traveller community.

- 11) Conroy, Pauline and Aoife Brennan. 2003. Migrant workers and their experiences. Dublin: The Equality Authority.

Keywords: non-employment, migrant workers, gender

This report addresses the experiences of migrant workers. Migrant workers are found at the top and bottom of the labour market. Claims of discrimination on racial grounds have risen from 8% to 27% of the workload of the Equality Authority within a short period up to 2003. The framing of the report is the need of the developing Irish economy for migrant workers. The report draws on interviews with migrant workers in three employment sectors: agriculture, hospitals and hotels. A gender dimension is noted in the need to develop family reunification policies (the high costs of reunification; the need for a spouse to access work), though this is not a major concern of the report.

- 12) Barry, Ursula. 2003. Assessment of the National Action Plans on social inclusion from a gender perspective: Ireland. Dublin: Women's Education, Research and Resource Centre, University College Dublin.

Keywords: non-employment, gender mainstreaming, social inclusion, National Action Plan

This report is a critical review of the Irish National Action Plan on Social Inclusion from the point of view of gender equality policies, in particular, gender mainstreaming. It is carried out as part of the EU's Expert Group on Gender and Employment, as part of the Commission's monitoring of gender mainstreaming in the Open Method of policy Coordination. It is a detailed and specific review of a wide range of policy areas associated with social inclusion.

- 13) Bacik, Ivana, Cathryn Costello and Eileen Drew. 2003. *Gender injustice: Feminising the legal professions.*

Keywords: non-employment, legal professions, inequality, injustice

Bacik, Costello and Drew provide a detailed account of the obstacles facing women in the legal professions. This is a wide-ranging study that includes the consequences of the lack of female judges as well as the difficulties women face juggling with work/life balance. There is a discussion of potential remedies, including attending to the difficulties of the individual based legal complaints system, facilitating work/life balance, and instituting gender balance in appointment of members to the governing Board.

- 14) O'Connell, Philip J. 2002. Are they working? Market orientation and the effectiveness of active labour-market programmes in Ireland. *European Sociological Review* 18 (1):65-83.

Keywords: non-employment, labour market programmes, market-orientation

O'Connell investigates the effectiveness of active labour market policies, which are intended to decrease non-employment through training, subsidies to specific forms of employment, and other focused measures. Ireland spent 1.75% of its GDP on such programmes in 1996, which is more than the average 1% of OECD countries, but less than the Nordic countries. The study draws on individual level data sets for 1994-6. They find that these programmes have stronger effects on men than women.

- 15) McNally, Breda and Maria Hegarty. 2002. Promoting equality of opportunity in small and medium sized enterprises. Dublin: The Equality Authority.

Keywords: non-employment, equal opportunities, small and medium sized enterprises

This report considers equal opportunities policies in small and medium sized enterprises. It is part of a research project of the Framework Committee for Equal Opportunities at the level of the Enterprise, which was established under the Programme for Prosperity and Fairness, a tripartite body with government, employers and trade unions. The report is based on interviews with 14 firms. It explores the reasons for using and developing equal opportunities policies. It makes recommendations for supporting these developments, such as making information available and supporting training and legislative compliance. Gender is included, but not specifically identified.

- 16) Hegarty, Maria and Breda McNally 2002. Delivering equal opportunities at the level of the enterprise - Experience and challenge. Dublin: Framework Committee for Equal Opportunities at the Level of the Enterprise.

Keywords: non-employment, equal opportunities, enterprise level

This is the report from the Framework Committee for Equal Opportunities at the Level of the Enterprise that was established under the Programme for Prosperity and Fairness, and is continued as 'Sustaining Progress 2003-2005'. The framework committee includes employers, government and trade unions. The document describes 16 projects that have been supported. The focus is on building equality policies into the enterprise in the context of seeking a shared approach among these diverse stakeholders. For example, the business case was considered important. Gender is just one aspect among many in these concerns.

- 17) Loyal, Steven and Ciarán Staunton. 2001. The dynamics of political economy in Ireland: The case of asylum seekers and the right to work. *Irish Journal of Sociology* 10 (2):33-56.

Keywords: non-employment, asylum seekers, right to work

Loyal and Staunton investigate the change in policy in Ireland in 1999 that allowed asylum seekers the right to work in Ireland. They situate this analysis in the historical context of Irish migration (traditionally more emigration than immigration), Irish nationalism and international processes. They note that the 1937 Constitution had qualified the right of foreign nationals to apply for naturalisation and citizenship by gender. The rapid growth in the Irish economy changes the approach to immigration, although the case for the right to work was made on the grounds of human rights. Little mention is made of the gendering of the current policy changes, although the original report on which this article is based made mention of the special need to overcome barriers to women refugees employment, and to the need for childcare (Bryan Fanning, Steven Loyal, Ciarán Staunton (2000) *Asylum Seekers and the Right to Work in Ireland* (Dublin: Irish Refugee Council).

- 18) Murphy-Lawless, Jo. 2000. Changing women's lives: Child care policy in Ireland. *Feminist Economics* 6 (1):89-94.

Keywords: non-employment, child care policy, developing childcare.

Murphy-Lawless provides an account of the slow development of child care policy in Ireland since the 1980's, with a focus on the 1990's. She situates this in the context of the low level yet rapidly increasing percentage of women in employment. There is mention of the particular situation of lone mothers' and their poverty. The European Union has funded a number of pilot schemes to maximise women's potential to enter employment, New Opportunities for Women and the Pilot Childcare Initiative for socially and economically disadvantaged communities, which included childcare as a component within schemes to retrain women. There was pressure from the National Women's Council of Ireland to take these initiatives forward, leading to the formation of the Expert Working Group on childcare. There was support from employers' federations, IBEC, and the state training organisation, FAS, for state support for the development of childcare. Despite situating the role of childcare as one that would be of benefit to the economy, the government response was minimal. Murphy-Lawless attributes this to the entrenched and deeply gendered patterns of unpaid caring work in Ireland and to 'traditional values'.

- 19) Tormey, Roland. 1999. Cutting at the wrong edge: Gender, part-time work and the Irish retail sector. *Irish Journal of Sociology* 9:77-96.

Keywords: non-employment, part-time employment, marginalisation, entry to employment, retail.

Tormey investigates part-time employment as simultaneously a mechanism that facilitates women's entry into employment and a source of difficult working conditions for women. Part-time work assists the entry of mothers with children into employment, however, part-time work, especially manual part-time work, often has low pay and poor conditions of work. Part-time work is largely a gendered category, although there are some other groups, including students and older people, who may have preferences for part-time working. There has been a very large increase in part-time working in Ireland during the 1980's and 1990's. The empirical focus of the research is on part-time work in the retail sector in Ireland, 1992-1994, involving a comparison of case studies. The central question in the empirical research is not only whether part-time work should be understood as a matter of choice, but also whether this is choice for the women workers or for their employers. They find that there is some diversity in the location of part-time working in occupational hierarchies, although most is situated in the peripheral workforce. They conclude that part-time working is constructed to suit employers as much as the workers.

- 20) Humphreys, Peter C, Eileen Drew and Candy Murphy. 1999. *Gender equality in the civil service*. Dublin: Institute of Public Administration.

Keywords: non-employment, gender equality, civil service

This book addresses gender equality in the Irish civil service. It documents the profile of gender equality and the gender imbalance at the higher grades of higher executive officer and above. A range of sources were used including interviews and internal documents. There is a review of gender equality policy as well as the statistics on gender relations in employment. It concludes with recommendations for policy revisions in many aspects of civil service personnel policy.

- 21) Duffy, Catherine. 1994. Female poverty, powerlessness and social exclusion in Ireland. *Administration* 42 (1):47-66.

Keywords: non-employment, poverty, powerlessness, social exclusion

Duffy discusses female poverty in Ireland. She notes that even though Ireland is rich relative to other countries, nevertheless there is widespread poverty. She argues that social and economic changes in Ireland are putting women at greater risk of poverty, including but not only associated with the increase in female one parent families and the increasing numbers of elderly women. She suggests that employment is the best way out of poverty, but there can be difficulties in accessing this, associated with lack of education, training and childcare. The Constitution privileges the family and pledges that the state will try to ensure that women will not be forced into employment. However, not all employment is an escape from poverty, since some work pays very little. This is a wide-ranging review based on secondary sources.

22) Drew, Eileen. 1992. Part-time working in Ireland: Meeting the flexibility of women workers or of employers? *Canadian Journal of Irish Studies* 18 (1):95-109.

Keywords: non-employment, part-time working, flexibility

Drew notes that in Ireland many women access employment only via part-time employment. This is atypical work, with relatively poor pay and conditions. The main advantage for both women and employers is the flexibility that part-time working potentially provides. One of the major reasons for the increase in part-time working in Ireland from a relatively low base in the 1980's has been the desire of employers.

2.2 Comparative studies

- 23) Galtry, Judith. 2003. The impact on breastfeeding of labour market policy and practice in Ireland, Sweden and the USA. *Social Science & Medicine* 57:167-177.

Keywords: non-employment, breastfeeding, employment policy, Ireland, Sweden, USA.

Galtry discusses the relationship between breastfeeding and employment, as both policy and practice. From the point of view of the health of babies, breastfeeding is a good thing. She is interested to discover the circumstances and policies that facilitate breastfeeding. This may involve a series of labour market policies that reduce or enable mothers' participation in employment. She compares Ireland, Sweden and the USA. Although Ireland has lower rates of employment of women than do Sweden and the USA, it has lower rates of breastfeeding and for the shortest duration. Under the Irish Maternity Protection Act 1994, maternity leave is for 18 weeks, paid at 70% of gross earnings, as well as 8 further weeks of unpaid leave. In 2001, recommendations were made that there should be lactation breaks, but it is not clear whether this had occurred. It is concluded that Ireland has a range of cultural and institutional factors that are unfavourable to breastfeeding.

3 Intimate Citizenship

3.1 Ireland

- 1) Luibhéid, Eithne. 2006. Sexual regimes and migration controls: Reproducing the Irish nation-state in transnational contexts. *Feminist Review* 83:60-83.

Keywords: sexual regimes, migration, abortion, reproduction, transnational

Luibhéid examines the intersection of sexual regimes and migration control regimes. She compares the cases of two women who sought to move across the Irish border for reproductive reasons, and the different treatment they received, as a result of the intersection of sexual and migration control regimes. In one, the state tried to prevent a 14-year old rape victim seeking to travel abroad for an abortion. In the second a pregnant Nigerian asylum seeker who sought to use the Irish laws on 'right to life' to stay in Ireland on the grounds of the better health care her future child might receive, was deported. The author argues that these cases in their contrasting ways reveal the ways that the sexual and migration control regimes intersect to disadvantage women, reinscribing hierarchies based on state boundaries despite increasing transnationalism.

- 2) Layte, Richard, Hanah McGee, Amanda Quail, Kay Rundle, Gráinne Cousins, Claire Donnelly, Fiona Mulcahy and Ronán Conroy. 2006. The Irish study of sexual health and relationships. Dublin: Crisis Pregnancy Agency and the Department of Health and Children.

Keywords: intimate citizenship, sexual relationships, survey

This study of sexual health and relationships is based on a national survey of 7,441 participants. It was conducted by the Economic and Social Research Institute and the Royal college of Surgeons in Ireland for the Crisis Pregnancy Agency and the Department for Health and Children. It provides nationally representative data on sexual knowledge, attitudes and beliefs, sexual identity and sexual experience, heterosexual sex and partnerships including male experience of commercial sex, frequency and nature of sexual contacts, homosexual partnerships and practices, risk reduction practices including contraception, and experience of crisis pregnancy, abortion and sexually transmitted infections. It provides a chronology of policy and legal development on contraception, abortion, divorce, homosexuality, rape and other sexual offences.

Bell, Mark. 2004. Combating sexual orientation discrimination in employment: legislation in fifteen EU member states: Ireland.

Keywords: sexual orientation, discrimination, EU, legislation

Bell's report on Ireland is part of the work of the European Group of Experts on Combating Orientation Discrimination, which was established and funded by the European Commission. In Ireland, in 2004, EU law on sexual orientation discrimination is implemented via the 2004 Equality Act. This paper is relevant to both employment issues (though not so much to non-employment) as well as to intimate citizenship. The report identifies in detail the legal status of sexual orientation discrimination law in Ireland and the mechanisms for its implementation. The definition of direct discrimination is framed by reference to gender and then applied by analogy to all the other grounds, including sexual orientation. He discusses the conflict over the exception of religious organisations as employers, who are permitted to prioritise the religious ethos of their organisation over rights not to be discriminated against on grounds of sexual orientation. He notes the explicit exemption of pension rights from the protections offered, together with any benefit that is assigned as a result of marital or family status. The potential conflict of Irish law with that of the EU Directives is frequently noted, and seen as a reason why there might be changes in this area in the future.

4) Pennings, G. 2002. Reproductive tourism as moral pluralism in motion. *Journal of Medical Ethics* 28:337-341.

Keywords: abortion, reproduction, travel, tourism, moral pluralism

Pennings discusses the concept and morality of reproductive tourism. This is the practice of crossing border to access a different regulatory regime on reproductive matters, if the regime in one's home state is not conducive to one's personal preferences. This may take place for abortion, and for various forms of assisted reproduction. He notes that it might be better called travel, but stays with the more commonly used term of tourism despite its trivialising connotations. Such travel takes place for example between different states of the USA especially for abortions; and between different European countries especially for medically assisted reproduction as well as for abortion. Such travelling takes place because there are different regulatory regimes in different states, because it might be cheaper in another place, and because waiting lists are too long at home. Pennings considers the options of coerced conformity by restricting such travel and the creation of international harmonisation. He advocates interstate moral pluralism as the practice most consistent with democratic principles, showing tolerance to minority preferences, and defusing social tensions.

5) Martin, Frank. 2002. From prohibition to approval: The limitations of the 'no clean break' divorce regime in the Republic of Ireland. *International Journal of Law, Policy and the Family* 16:223-259.

Keywords: divorce, law, no clean break

Martin examines the problems of the Irish divorce law practice of not allowing a clean break. Rather, the court is supposed to ensure that the former spouses are in the financial position they would have been in had the marriage not broken down. Indeed it is possible for a divorced spouse to go back to court whenever they think that the position of their spouse has changed in a way that would be to their advantage. This means that divorce is not as final as it is in most European jurisdictions. The article argues that this is hard for those who would like to build new lives. It argues strongly for the introduction of a 'clean break' principle in Irish divorce law.

- 6) Burley, Jenny and Francis Regan. 2002. Divorce in Ireland: The fear, the floodgates and the reality. *International Journal of Law, Policy and the Family* 16:202-222.

Keywords: divorce, law, change

Burley and Regan examine the history of divorce law in Ireland. Divorce was banned under the 1937 constitution, so it required a referendum to change it. Ireland reformed its divorce laws later than any other European country. Part of the impetus for change were the thousands of people who had separated and formed new households but were unable to re-marry. Opposition to divorce is described as utilising fear tactics related to concern for the interests of women who might be deserted and left in poverty. The Catholic religious opposition played an important part in this process. The 1986 referendum on the Constitution opposed the introduction of divorce; the 1995 referendum led to its legalisation. Far fewer divorces were obtained than were expected after divorce became legal. The authors attribute this in part at least to the absence of the possibility of a 'clean break'; people reluctant to unsettle arrangements they have reached; the complexity and cost of the process; and the restrictive grounds on which it is possible to access divorce.

- 7) Fletcher, Ruth. 2001. Post-colonial fragments: Representations of abortion in Irish law and politics. *Journal of Law and Society* 28 (4):568-569.

Keywords: abortion, post-colonial, law, politics,

Fletcher examines the contested issue of abortion in Ireland through the lens of post-colonial theory. She argues that one of the rationales behind the opposition to the legalisation of abortion was the desire to mark Ireland as different from its previous colonial power. The notion of Irishness was developed in opposition to the British coloniser, so abortion politics is marked by these cultural politics and its association with the Catholicism that demarcated the Irish from the British. Fletcher argues for a more nuanced interpretation of the colonial past to address these issues.

- 8) Fletcher, Ruth. 2000. National crisis, supranational opportunity: The Irish construction of abortion as a European service. *Reproductive Health Matters* 8 (16):35-44.

Keywords: abortion, law, Ireland and the EU, abortion as a commercial service

Fletcher discusses the implications of the EU legal ruling that abortion can be construed as a commercial service. This legal ruling meant that women in Ireland could not be denied access to information about and travel abroad to avail themselves of this service (many women in Ireland travel to Britain for abortions that are illegal in Ireland). The free movement of goods and services across the boundaries of Member States is a conventional part of the EU economic regime as a single European market. Fletcher reflects on the implications of the application of a commercial discourse to abortion, its gains and losses for women. She considers that while it is a welcome tool in legitimating women's reproductive rights, it does so at the expense of reducing abortion access to a consumer service issue rather than one of women's health or rights, and reduces abortion to an object of exchange with potentially deleterious consequences for the quality of this service. She is also ambivalent as to what she sees as the rendering of the foetus as devoid of any value, since she considers that this is not consistent with women's experiences.

- 9) Yeates, Nicola. 1999. Gender, familism and housing: Matrimonial property rights in Ireland. *Women's Studies International Forum* 22 (6):607-618.

Keywords: housing, property, law, marriage

Yeates investigates the gender structure of housing rights, particularly in relation to matrimonial (marriage) law in order to explore the ways by which women have access or not to economic resources or capital. She examines the Family Home Protection Act of 1976 and the proposed Matrimonial Home Bill of 1993 (which was declared unconstitutional before it was implemented). She argues that these pieces of legislation that were intended to strengthen women's property rights in marriage were formulated using gendered categories that prioritised familism. Only a very restricted range of women's labour was recognised as providing them with entitlements: labour that could be more easily valued on the market. The Constitutional commitment to the protection of the family was used to undermine the extension of women's economic rights within marriage. The article is nuanced exploration of the intersections of family, gender inequality, property and the law.

- 10) Mahon, Evelyn, C. Conlon and L. Dillon. 1998. Women and crisis pregnancy. Dublin: Department of Health, Stationery Office.

Keywords: intimate citizenship, pregnancy, crisis, abortion

This carefully framed report concerns women who have an unexpected and unwanted pregnancy that produces a crisis in their lives. Since abortion is

illegal in Ireland, the range of options open to women in this situation is both controversial and restricted. The report explores the experiences of crisis pregnancy for women and their perceptions of their options.

- 11) Taylor, Judith. 1998. Feminist tactics and friendly fire in the Irish women's movement. *Gender & Society* 12 (6):674-691.

Keywords: women's movement, allies and conflicts

Taylor analyses the complicated relationships between different groups supporting abortion rights, rather than following the more conventional analytic strategy of focusing on the relationship between the movement and the state. In particular, she takes the example of men, as individuals and as groups, within a women's movement organisation for abortion rights. She examines both issues of who takes the decisions, as well as more complex organisational practices over the contested setting of the movement's agenda and practices. She provides a nuanced account of the manoeuvring between various groups so as to secure the outcome they want. She invokes concepts of tactics, strategy, and 'friendly fire'. She describes attempts by men to co-opt, direct, ignore or belittle women's organising efforts, and women's responses in negotiating around or incorporating their political needs and concerns. Avoiding friendly fire takes women time and energy to manage this sympathetic yet coercive outsider participation. She sees such work as diminishing the political potential of feminist activism.

- 12) O'Connor, Pat. 1995. Understanding continuities and changes in Irish marriage: Putting women centre stage. *Irish Journal of Sociology* 5:135-163.

Keywords: intimate citizenship, marriage, family, change

O'Connor examines changes in Irish marriage from the point of view of gender equality, or as she puts it 'putting women centre stage'. She identifies five patterns. First, continued identification with the family system, where the notion of identification displaced any notion of oppression. Ireland (in 1995) had no divorce, nonetheless, there were controversial questions of matrimonial property (the 1993 Matrimonial Homes Act which attempted to give spouses equal shares in a home was declared unconstitutional in 1994). Second, negotiation within marriage, as for example, that associated with the decline in fertility. Third, a feminised conception of love, which can even lead to withdrawal from marriages that do not measure up to such an idea. Fourth, transforming the cultural and structural parameters of marriage and family life, for example, addressing violence (Domestic Violence Bill 1995), contraception, judicial separation and divorce. Fifth, uncoupling the sequence of marriage, sexual activity and procreation, for example postponement of marriage and the increase in lone parenthood.

- 13) Lawson, Rick. 1994. The Irish abortion cases: European limits to national sovereignty? *European Journal of Health Law* 1:167-186.

Keywords: abortion, law, EU, sovereignty

Lawson details and discusses changes in the Irish law on abortion. Abortion was initially prohibited in the 1861 Offences Against the Person Act. In 1983 a Constitutional Amendment was passed as a result of a Referendum to doubly secure this prohibition, with a statement on the 'right to life of the unborn' with 'equal regard' to the life of the mother. Legal cases have tested the interpretation and limits of this, in the context of the EU and the long-standing practice of Irish women travelling to Britain for abortions unobtainable at home. One set of cases (involving Open Door and Dublin Well Woman Centre and students unions represented by Grogan) tested whether it was legal to provide information about abortions abroad and help in travelling there; initial bans on such information were appealed to European courts (European Court of Human Rights, and then the European Court of Justice) on grounds of freedom of expression and of travel. The European courts restrained themselves from ruling on abortion itself, but the European Court of Justice allowed that, since it could be construed as a service, information on it could be provided, but only if it were sold as a service. The Irish government then included within its acceptance of the EU Maastricht Treaty that it would not be obliged to change its own laws on abortion. In 1992 a new legal case arose: a 14-year old girl, pregnant as a result of rape, was prevented from going abroad for an abortion by a High Court ruling. As a result of a public furore supportive of the girl, the case was appealed and won on the basis that her threat to commit suicide was a sufficient threat to her life to allow for her to have an abortion. There were further legal cases and Referenda on the Constitution. Eventually, the outcome was that while abortion is still not legal in Ireland except where there is a very real threat to a woman's life, she can have information about services abroad and travel abroad to avail of this service. The ECJ thus could be seen to respect the different legal regimes on abortion in each country and acted to actively promote tolerance of these different regimes by allowing individuals to cross borders to access different regimes.

- 14) Smyth, Albhe. 1992. *The abortion papers: Ireland*. Dublin: Attic Press.

Keywords: abortion, politics, law, change

This book contains feminist analysis of the struggles to make abortion legal in Ireland, with a focus on events in the 1980s, the referendum, and the X case.

4 Gender-based violence

4.1 Ireland

- 1) Citizen's Information. 2007. The law on sexual offences in Ireland. Dublin: Citizen's Information Board.

Keywords: gender-based violence, law, sexual offences

This document provides a list of the laws relevant to sexual offences in Ireland. It provides a chronology of their changes and development. It provides links to the relevant legal and governmental documents concerning these laws and changes in them.

- 2) O'Shea, Angela for the National Steering Committee on Violence Against Women. 2006. Sexual assault treatment services: A national review. Dublin: National Steering Committee on Violence Against Women.

Keywords: gender-based violence, sexual assault, treatment services

The report is a detailed examination of the services available to victims of sexual assault. These include the legal and criminal justice system; the focus, however, is on the provision of immediate services to the victim after assault, which combine forensic and supportive aspects. It addresses the context of the review, the criminal justice process, the prevalence of rape and sexual assault, the emotional and psychological needs of the victims, a review of Sexual Assault Treatment Units (SATUs), gaps in SATU services, a review of international good practice, criteria for the location of SATUs, and recommendations. The report details the chronology of the development of the Irish reviews of these matters and the governmental and policy response.

- 3) Watson, D. and S. Parsons. 2005. Domestic abuse of women and men in Ireland: Report on the national study of domestic abuse. Dublin: National Crime Council.

Keywords: gender-based violence, domestic violence, national survey

This report is based on the findings of a national prevalence survey of the extent and nature of domestic violence against women and men in Ireland.

- 4) O'Donnell, Ian. 2005. Crime and justice in the Republic of Ireland. *European Journal of Criminology* 2 (1):99-131.

Keywords: gender-based violence, crime, justice, criminology

O'Donnell provides a comprehensive review of the criminal justice system in Ireland and of the extent and nature of research in this field, providing a chronology of developments and a listing of locations of research. He notes that there is very little development of criminology in Ireland. The focus of the article is crime, especially violent crime, and includes sexual violence as one small component. There has been a major increase in the number of rapes reported to the police: 40 in 1975, over 400 in 2002: O'Donnell discusses the possible reasons for this, including more reporting and more rape.

- 5) Amnesty International Irish Section. 2005. *Justice and Accountability: Stop Violence Against Women*. Dublin: Amnesty International Irish Section.

Keywords: gender-based violence, violence in the family, rape and sexual abuse, campaign

This is a review of violence against women and the current and potential development of policy machinery to deal with it in Ireland. It considers violence in the family, rape and sexual abuse, violence against vulnerable (e.g. disabled women, homeless women, Traveller, migrant, asylum-seeking) women, and addressing the roots of violence.

- 6) Holt, Stephanie. 2003. Child protection social work and men's abuse of women: An Irish study. *Child and Family Social Work* 8:53-65.

Keywords: gender-based violence, domestic violence, social work

Holt explores the tension between the priorities of child protection and effective domestic violence intervention for social workers involved in child protection work when confronted with men's abuse of women. Traditionally social work has taken little notice of abused women since this is not a core part of their statutory remit, even though the literature has noted the connection between child abuse and woman abuse and the harm caused to children from witnessing the abuse of their mothers. Recommendations are made as to how to bridge these difficulties.

- 7) Bacik, Ivana. 2003. Gender-based violence: Domestic violence. Paper read at EWLA, at Helsinki. http://www.ewla.org/wf_dl/Paper_Bacik.doc.

Keywords: gender-based violence, domestic violence, legal and policy changes

Bacik summarises the changes in law and policy on domestic violence and rape. The 1976 Family Law Act introduced barring orders; extending these in 1981 as protection orders and further again in the 1996 Domestic Violence Act.

- 8) McGee, Hannah et al. 2002. *The Savi Report: Sexual abuse and violence in Ireland*. Dublin: Liffey Press.

Keywords: gender-based violence, sexual violence

The SAVI Report is a national study of the experience of sexual violence in Ireland. It is based on a nationally representative sample survey, which interviewed over 3,000 people by phone. It found evidence of widespread sexual abuse. One in five women reported sexual abuse in childhood, and one in five reported sexual assault as an adult. Over their lifetimes, 42% of women reported some form of sexual abuse or assault, of which 10% was penetrative abuse and 21% attempted penetration. The report also found extensive sexual abuse of boys and men. Almost one quarter of perpetrators of sexual violence against women were intimate partners or ex-partners. About one quarter of abused women reported symptoms consistent with post-traumatic stress disorder. About half who disclosed these events to the survey had not reported them to others previously.

- 9) Bradley, Fiona, Mary Smith, Jean Long, Tom O'Dowd. 2002. Reported frequency of domestic violence: cross sectional survey of women attending general practice. *British Medical Journal* 324:1-6.

Keywords: gender-based violence, domestic violence, frequency, medical sample

Bradley et al seek to estimate the amount and severity of domestic violence in Ireland using a sample of 22 Irish general practitioners (doctors in primary health care). Of the women who had ever had a sexual relationship, 39% reported violence from their partner. Women who reported domestic violence were 32 times more likely to be afraid of their partner than those who did not. The policy question with which this research is concerned is how doctors might find out from their patients who has suffered domestic violence. They find that most women favoured routine questioning by their doctor about such violence. The researchers note that asking whether they were afraid of their partners might be a good way to identify those who experienced domestic violence.

- 10) Leon, Clare. 2000. Recorded sexual offences 1994-1997: An overview. *Irish Criminal Law Journal*.

Keywords: sexual offences, recording, changes, police

Leon charts the changes in the numbers of recorded rapes and sexual assaults, 1994-1997. During 1994-6 there is stability, then there is an increase of 39% to 1997. This increase may be due to one of three reasons: an increase in the recording of the offences by the police; an increase in the reporting of offences to the police; and an increase in the actual number of rapes and sexual assaults. The paper goes on to discuss changes in the wider context, including the increase in the impact of the media; and the decline in the stigmatisation of rape victims, linking this with the decline in Catholicism. She notes the high rate

of attrition, in which reported rapes do not lead to the convictions of perpetrators. She concludes that much of the increase in the recording of sexual crime is attributable to the increased openness of Irish society.

- 11) Kelly, Liz and Linda Regan. 2000. Teenage tolerance: Exploring young people's experience and responses to violence and abuse. Dublin: Women's Aid.

Keywords: gender-based violence, young people, tolerance, attitudes, experience

This report for Dublin Women's Aid investigated the experiences and attitudes of young people, teenagers, to violence against women. The study is based on questionnaires and focus group discussions with 302 young people in 4 Dublin schools and one senior college. The research found that 95% of women and 84% of men knew someone to who experienced some form of abuse, with 1 in 4 young women knowing someone who was forced to have sex. Reporting of violence to parents, teachers or other adults was rare. 19% of young women and 34% of young men did not define being forced to have sex as rape.

- 12) Task Force on Violence Against Women. 1997. Report of the Task Force on Violence Against Women. Dublin: Office of the Tánaiste, Government of Ireland.

Keywords: gender-based violence, violence against women, review

This is an official government report reviewing violence against women in Ireland. It is presented with a view to developing a national strategy. It covers the nature and extent of domestic violence, barriers to women in their dealing with violence, the limited options in seeking help, the role of the police (Garda), legal issues, accommodation and the role of refuges, transitional and permanent housing, health and social services, rape and sexual assault, perpetrator programmes, and preventative strategies.

- 13) Kelleher, Patricia and Monica O'Connor. 1995. Making the links: Towards an integrated strategy towards the elimination of violence against women in intimate relationships with men. Dublin: Women's Aid.

Keywords: gender-based violence, domestic violence, intimate relationships, strategy,

This report is based on a research study of the extent and nature of violence against women by a partner/boyfriend/husband in Ireland. It investigates the nature of this violence, including whether physical, mental or sexual; who they told about the violence, including friends, doctors, police, social workers; and the response that they received. It argues for an integrated strategy to eliminate this violence.

4.2 Comparative studies

- 14) Regan, Linda and Liz Kelly. 2003. Rape: Still a forgotten issue. London: Child and Woman Abuse Studies Unit, London Metropolitan University.

Keywords: gender-based violence, rape, attrition, criminal justice, comparative: EU, incl. Ireland, Austria, Belgium, Czech Republic, England and Wales, Finland, France, Germany, Greece, Hungary, Latvia, Poland, Portugal, Scotland, Slovenia, Sweden.

This is an analysis of the treatment of rape in the criminal justice system. Most of the cases of rape that are reported to the police do not lead to a criminal conviction. The rate of drop out during this long process is 'attrition'; the less effective the system, the higher the attrition rate. This is in addition to low (and variable) rates of reporting rape to the police. This research report compares the attrition rates in different EU countries. Ireland has the lowest conviction rate of the countries providing data. Reporting to the police in Ireland is stable 1977-1987, and then rises but in a fluctuating manner. There is a fall in prosecutions in Ireland (as in many but not all other countries), with variations between years. Both the numbers of rapes reported and the numbers convicted have risen, but the conviction rate has fallen (as in many but not all other countries). Only in the Czech Republic, Germany and Latvia have conviction rates risen; in the others for which there is data it has fallen. Barriers to successful prosecution are identified; changes in rape law are summarised, for example, the removal of the rape in marriage exemption.

- 15) Bindel, Julie and Liz Kelly. 2003. A critical examination of responses to prostitution in four countries: Victoria, Australia; Ireland; the Netherlands; and Sweden. London: Child and Woman Abuse Studies Unit, London Metropolitan University.

Keywords: gender-based violence, prostitution, comparative: Australia, Ireland, Netherlands, Sweden

The report analyses and compares responses to prostitution in Ireland as well as in Victoria, Australia, the Netherlands and Sweden. Ireland uses a strategy of regulation as compared to that of legislation in the Netherlands and Australia, and criminalising demand in Sweden. They conclude that only coherent, multi-stranded interventions that have sufficient resources and which are linked to a clear policy direction for the long term can make a difference.

- 16) Bacik, Ivana, Catherine Maunsell and Susan Gogan. 1998. *The legal process and victims of rape*. Dublin: Dublin Rape Crisis Centre.

Keywords: gender-based violence, rape, law, comparative: EU, Ireland, Belgium, Denmark, France, Germany

Bacik et al review the legal process for rape in the EU with a focus on Ireland, Belgium, Denmark, France and Germany. They examine the shortcomings of

the legal process with a focus on the pre-trial, trial, separate legal representation, post-trial, statistics, and recommendations for reform. It is based not only on legal research, but also on the psychological effects of the process on the victims. There is a particular focus on the representation of the victim. There are different legal systems in the EU; Ireland has an adversarial system, unlike the inquisitorial system of the other case-study countries.

5 OPERA Gender training books and manuals

There are two major types of gender training books and manuals. One is generated by the work of the Equality Authority and the National Development Plan Gender Equality Unit. This work focuses on economic and employment policy, extending to gender impact assessments relevant to local government. A second is generated by the NGOs working on gender-based violence, both rape and domestic violence. In each case most of the analysis and writing is done by academics based in Universities, but is focused by the activities and funding of policy-led organisations.

- 1) Gender Equality Unit NDP Department of Justice Equality and Law Reform. 2006. Training Factsheets. Dublin Gender Equality Unit NDP Department of Justice Equality and Law Reform.
<http://www.ndpgenderequality.ie/aboutus/aboutus.html>

Keywords: training factsheets, gender equality

This is a set of training fact sheets on gender equality in a wide range of areas, including community, crime, infrastructure, peace, enterprise, agriculture and rural development, housing, transport, arts and culture, environment and waste, film and media, IT, sports and leisure, tourism, urban development and youth services.

- 2) McGauran, Anne-Marie. 2005. *Plus ça change? Gender mainstreaming of the Irish national development plan*. Dublin: The Policy Institute, Trinity College Dublin.

Keywords: gender mainstreaming, national policy

McGauran provides an account of the development of gender mainstreaming in the Irish National Development Plan in such a way that it could be used as a manual for action, although it is probably not intended to be such. She reviews the meaning of gender mainstreaming, its location in the National Development Plan, identifies the main players, key mechanisms and practices, considers underlying challenges, and concludes with recommendations for effective implementation. By so doing, she identifies the key processes that are necessary for the development of gender mainstreaming as a policy.

- 3) Equality Authority. 2005. Guidelines for equal status policies in enterprises. Dublin: The Equality Authority.

Keywords: practice guidelines, employment, enterprises, equal status

This is a set of guidelines for equal status policies in enterprises produced by the Irish Equality Agency, itself a tri-partite body based on contributions from

government, employers and trade unions. It is a basic guide to good equality practices at the level of the enterprise. It outlines the rationale for such policies (compliance with the law, quality customer service and staff benefits) and how to develop them. This includes allocating responsibility for developing the policy, an assessment of what equality means for customers, accessing sources of information and advice, consulting with trade unions and staff, and with customers. The recommended content of an equal status policy includes a statement of commitment to equality and mainstreaming, taking action across a range of activities including those relevant to customers, accommodating diversity and promoting equality.

- 4) Rape Crisis Network Europe. 2003. Best practice guidelines for NGOs supporting women who have experienced sexual violence. Dublin: Rape Crisis Network Ireland for Rape Crisis Network Europe.

Keywords: Best practice guidelines, NGOs, sexual violence

This a guide to best practice for NGOs supporting women who have experienced sexual violence. It is the outcome of work by the Rape Crisis Network Europe, coordinated by Rape Crisis Network Ireland. It draws on a series of reports from various European countries. Best practice is defined as action that proved successful or achieved positive outcomes for users of their services. It draws out five elements that are considered necessary to deliver effective services: ideological foundations or organisational ethos; a client-centred approach that focuses on the needs of the woman in crisis; an accessible and broad range of services for victims/survivors; promotion of awareness and values that challenge myths about sexual violence; and improving societal responses to sexual violence through education, awareness raising, advocacy and lobbying. Case studies are provided.

- 5) Rape Crisis Network Europe. 2003. Models of training and strategies for accreditation. Dublin: Rape Crisis Network Ireland for Rape Crisis Network Europe.

Keywords: Training models, accreditation strategies, sexual violence

This is a guide to models of training and to strategies for accreditation for those involved in helping those who have been raped. It is based on an EU-wide project financed by Daphne, for the Rape Crisis Network Europe (RCNE), with a case study on Ireland, where the Rape Crisis Network Ireland also acted as the coordinator for the project. The objectives of RCNE are to provide information, conduct research, influence education services through educators, policy makers and improving the curriculum, provide training for volunteers, workers and professionals, improve and establish models of delivery of training through exchanging practices, materials, mentoring and developing guidelines, operate international linkages and develop international best practice, and lobby for change in legal provisions, services, and resources. This document compares and discusses practices, drawing conclusions as to the best ways forward.

- 6) Equality Authority. 2003. Equality impact assessments: Initial guidelines for the city and county development boards. Dublin The Equality Authority.

Keywords: equality impact assessment, guidelines, city and county

This is a guide to doing equality impact assessment for city and county boards. Gender is one of nine aspects or grounds of equality that is covered. Each ground is separately identified. The document provides definitions and a step by step approach. The focus is as much on avoiding adverse impact as on a positive promotion. The steps are: selecting the action, screening (for the most relevant grounds), collecting relevant data on the identified grounds, assessment of impact, formal consultation, the decision, and monitoring.

- 7) O'Connor, Monica and Niamh Wilson. 2002. Vision action change: Feminist principles and practice of working on violence against women. Dublin: Women's Aid, Ireland.

Keywords: domestic violence, violence against women, practice, principles

This is a guide to good practice in working on violence against women, developed in collaboration with various Women's Aid organisations in Ireland. It sets out good practice guidelines in the context of a feminist analysis of violence against women. Good practice: maximises women's safety; understands the trauma of violence and supports women's increasing autonomy; is informed and knowledgeable about rights, entitlements and options for women and ensures referral is appropriate and responsible; advocates for women's rights; addresses additional barriers and discriminations that women experience; is committed to ensuring justice for the victim and accountability of and sanctions against violent men; recognises that the best form of child protection is woman protection; supports women to move from crisis to safety and independence; commits to action for political and institutional change; encompasses key feminist principles within the philosophy and ethos of the organisation. These principles are supported by very detailed practical guidance. This is further supported by case study examples.

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There are three quite different types of archive and documentation centre. One is the Library of the governmental Equality Authority, which has material focused on general equality policy, on issues related to employment and the provision of goods and services. The second is a set of historically oriented archives that have been set up retain and develop a history of Irish feminism. In the third, WRRC is a major University-based knowledge resource on contemporary gender equality and feminist issues, but it is not an archive, nor document centre.

Equality Authority

The Equality Authority library has an extensive collection of books, journals, conference proceedings, reports, theses and videos concerning a wide range of inequalities, not only gender, and includes topics such as education, poverty, health, flexible working patterns, housing and childcare. There is a part-time Librarian.

Address: The Equality Authority, 2 Clonmel Street, Dublin 2, Ireland.

Web: <http://www.equality.ie/index.asp?loclD=32&docID=132>

Tel: 01-417 3335

e-mail librarian@equality.ie

Attic Press/Roisin Conroy Collection, Boole Library, University College Cork

The Archives of Attic Press were generated and collected by Róisín Conroy as co-founder and publisher of Attic Press and as an activist in the Irish Women's movement. The material dates from the early seventies to the 1990s. The collection contains records of the ITGWU's research unit and papers relating to the development of Irish Feminist Information (IFI). Records of the Women's Community Press, International Feminist Bookfairs, Women's World Festivals and International Interdisciplinary Congresses are included. There are papers relating to women's groups from the Irish Women's Movement. Other women's groups include the Council for the Status of Women, the Commission for the Status of Women, Irish Women United, the Irish Council for Civil Liberties and the Irish Countrywomen's Association.

Carol Quinn, Library Archivist, Boole Library, University College Cork.

Web: <http://booleweb.ucc.ie/search/subject/archives/atticpress.htm>

Email: c.quinn@ucc.ie

The Women's History Project

The major work of the [Women's History Project](http://www.nationalarchives.ie/wh/) is to survey and list sources relevant to the history of women in Ireland. Two major databases have been created and are available for online searching.

Web: <http://www.nationalarchives.ie/wh/>

[The Directory of Sources for the History of Women in Ireland](#) contains information on collections relating to the history of women in Ireland from the earliest times to the present, gathered from public and private repositories in the Republic of Ireland and in Northern Ireland. The *Directory* covers over 14,000 collections and sources and contains over 100,000 pieces of information from 262 repositories.

[Women in 20th-Century Ireland: Sources from the Department of the Taoiseach, 1922-1966](#), is the result of a survey that involved examining the files of the Department of the Taoiseach between the years 1922 and 1966. Just under 2,000 boxes of files were examined. Every page within each file was perused to ascertain whether it contained any reference to women. This database contains just under 20,000 entries.

Women's Education, Research and Resource Centre, University College Dublin

The Women's Education, Research and Resource Centre at University College Dublin, has many resources relevant to the documentation of feminist projects and ideas, but is not set up as a Library.

Web: <http://www.ucd.ie/werrc/>

Administrator: Paula Fogarty: WERRC, A207, Hannah Sheey-Sheffington Building, Belfield, Dublin 4.

Tell: +353 1 716 8571

Email: werrc@ucd.ie

Centre for Gender and Women's Studies, Trinity College, Dublin

The Centre for Gender and Women's Studies at Trinity College Dublin has many resources relevant to the documentation of feminist projects and ideas, but is not set up as a Library.

Web: http://www.tcd.ie/Womens_Studies/

20 Westland Row, Trinity College, Dublin 2.

Tel: 353 (0)1 896 2225.

Email: wscentre@tcd.ie.

Fax: 353 (0)1 896 3997.