



**Women in Leadership Diversity, Equality and Inclusion**

Title	Authors	Publication Date	Format	Synopsis	Key Words
<a href="#">Submission to the Department of Justice and Equality on the National Women's Strategy and Action Plan 2017-2020</a>	National Women's Council of Ireland	February 2017	PDF	NWCI's Strategic Plan 2016-2020, Driving Women's Equality, includes two main goals, one in relation to progressing key human rights and equality issues for women and one in relation to further developing NWCI as a stable, diverse, sustainable organisation.	Diversity Equality Human Rights Values Participation Inclusion
<a href="#">Ireland and the Convention on the Elimination of All Forms of Discrimination Against Women</a>	Irish Human Rights and Equality Commission	January 2017	PDF	The reporting period of this IHREC report has seen significant shifts in the political, economic and social landscape in Ireland. Women, especially women from already marginalised groups have been particularly susceptible to entrenched poverty, social exclusion and gender-based violence.	Diversity Inclusion Advancement Discrimination Prevention Gender Equality Participation
<a href="#">A Consultation Checklist for Local Community Development Committees</a>	National Women's Council of Ireland	2016	PDF	NWCI considers this document a supplementary support to DPER's guide to drive meaningful citizen and community engagement. NWCI provides this guide as a means of supporting members of LCDCs.	Diversity Community Engagement Inclusion Equality Creativity
<a href="#">Why Women Are Your Future?</a>	Future of Work Institute - CPL	2016	PDF	There is clear evidence that having a strong female presence in the workplace is not only good for business, but that, because of demographic and cultural changes, it will become increasingly crucial for business success in the future.	Diversity Cultural Factors Equality Gender Balance Talents Engagement
<a href="#">Driving Women's Equality: National Women's Council of Ireland Strategic Plan 2016 - 2020</a>	National Women's Council of Ireland	2016	PDF	'Driving Women's Equality 2016-2020' builds on the progress made by NWCI to ensure we operate as a sustainable organisation, adding value to the work of our 190 diverse member organisations, being a voice for women's equality and acting as a catalyst for change for women in Ireland and beyond.	Feminism Values and Beliefs Equality Diversity Empowerment Dignity
<a href="#">Labour market participation of women</a>	IBEC	October 2016	PDF	Female labour market participation is much lower than male in Ireland as in many other countries. The reasons for the difference are in part rooted in cultural and social norms but also reflect social and economic challenges and incentives.	Cultural Factors Incentives Equal Opportunities Participation Leadership Holistic Approach

<a href="#">IBEC - Number of women in decision making roles in Ireland remains an issue</a>	IBEC	2015		As a nation, Ireland has an excellent reputation for its attitude towards diversity and inclusion. Yet while the challenge of gender-balanced leadership has been addressed over the years, today in Ireland as in the rest of the world the lack of representative numbers of women in decision-making roles remains a very real issue.	Diversity Inclusion Gender Balance Leadership Representation Engagement
<a href="#">Recognising and Challenging our Unconscious Bias</a>	National Women's Council of Ireland	2015	PDF	Unconscious gender bias is the stereotyping of behaviours or beliefs by gender, often wholly accidentally. This bias is informed by norms, traditions, and values that define what we understand to be male or female and learn from young age.	Diversity Gender Balance Stereotype Prevention Values Leadership Equality
<a href="#">Women Entrepreneurs, Women in Technology, Skills Needs and Balanced Regional Development</a>	Irish Small and Medium Enterprises Association	February 2015	PDF	It has long been acknowledged that entrepreneurs will be the people to lead Ireland out of recession and back to a period of sustainable growth. Unfortunately, though entrepreneurship is becoming a more attractive career path for Irish adults, women still lag behind their male counterparts.	Entrepreneurship Business Management Empowerment Leadership Gender Balance Talent
<a href="#">Health of older women in employment</a>	Centre for Ageing Research and Development in Ireland	August 2015	PDF	By 2028, the age of qualification for the state pension will be 68 for women in Republic of Ireland and 67 for women in Northern Ireland. Older women are more at risk for work-related health issues than those in younger age groups. Women are more likely than men to work part-time and are more likely to be in low-status jobs and women earn less than men.	Older Women Pensions Gender Balance Equality Attitudinal Change
<a href="#">Submission to UN Committee on the Elimination of all forms of Discrimination against Women</a>	Irish Human Rights Equality Commission	October 2015	PDF	Submission to inform the List of Issues Prior to Reporting that is being prepared by the United Nations Committee on the Elimination of All Forms of Discrimination Against Women in advance of its forthcoming examination of Ireland's compliance with the UN Convention on the Elimination of All Forms of Discrimination against Women.	Equality Human Rights Discrimination Prevention Policy Access to Justice Leadership
<a href="#">Women in Public Life: Briefing Paper for the seventh meeting of the North-South Inter-Parliamentary Association</a>	Northern Ireland Assembly and Houses of the Oireachtas	November 2015	PDF	Gender equality in decision-making roles means that important decisions, from legislation to company or state board strategy and codes of practice, reflect the different behaviours, needs and aspirations of men and women in society.	Equality Gender Balance Leadership Decision-Making Representation Barrier Recognition

<a href="#">Next Generation Diversity: Developing Tomorrow's Female Leaders</a>	PWC	2014	PDF	Organisations the world over are currently challenged with a lack of women in leadership positions, and fast becoming concerned with the competitive and financial toll this could mean for their organisations.	Diversity Leadership Talent Cultural Fa Inclusion
<a href="#">Gender Matters: Toolkit for Implementing Gender Mainstreaming in the Health Sector</a>	National Women's Council of Ireland	March 2014	PDF	Gender mainstreaming makes a significant contribution to these health goals. It takes a gender dimension which is one of the most important social determinants of health and makes it explicit in all policy, plans and services	Gender Eq Inclusion Transform Impacts Leadership Discriminat Prevention
<a href="#">Investing in Talent- Promoting Gender Balanced Leadership: Conference Report</a>	Department of Justice and Equality	October 2014	PDF	A conceptual note prepared for the conference by the Gender Equality Division of the Department of Justice and Equality underscored the need to focus on the issue of gender balanced leadership. OECD and European research shows tangible and measurable benefits from better gender-balance	Equality Diversity Gender Ba Leadership Talent Representa
<a href="#">Through the Looking Glass: A Guide To Empowering Young People To Become Advocates For Gender Equality</a>	National Women's Council of Ireland	November 2014	PDF	Dismantle the myths and stereotypes imposed on children from the earliest age; of women as incapable leaders and second-class citizens to their male counterparts, supporting others rather than being actors in their own right.	Equality Inclusion Leadership Stereotype Prevention Awareness Empowerm
<a href="#">Better Business, Better Boards, Better Society: A Handbook for Increasing Women on Boards in Ireland</a>	National Women's Council of Ireland	2013	PDF	Equal representation of women and men in society is critical for achieving gender equality in Ireland. There have been significant advances and achievements for women's rights & equality.	Equality Representa Gender Ba Leadership Diversity
<a href="#">Towards Gender Parity in Decision-Making in Ireland: An Initiative of the National Women's Strategy 2007 - 2016</a>	Department of Justice and Equality	2013	PDF	This report outlines the key documents and policy initiatives of the multilateral bodies – the EU, the Council of Europe and the UN, to address the under-representation of women in decision-making roles. All of these bodies send strong messages about the need for Member States to include more women in decision-making roles.	Equality Gender Ba Positive Ac Empowerm Barrier Red Talent Leadership
<a href="#">Equal but Different: A Framework for Integrating Gender Equality in Health Service Executive Policy, Planning and Service Delivery</a>	National Women's Council of Ireland	November 2012	PDF	Gender inequalities result in unequal access to health care and inequality of health outcomes for women, men and transgender persons, and amongst specific population sub-groups of women, men and transgender persons.	Equality Diversity Gender Ba Inclusion Social Just

<a href="#">A Woman's Place: Female Participation in the Irish Labour Market</a>	Equality Authority and Economic and Social Research Institute	2009	PDF	There were substantial changes in the level and nature of women's labour market participation and these are the major focus for the current research. The report draws on a wide range of data-sources and research studies to evaluate the nature of these changes in participation.	Equality Participation Gender Balance Inclusion Attitudinal Change
<a href="#">Disability and Women in Ireland 'Building Solidarity and Inclusion'</a>	National Women's Council of Ireland	2008	PDF	Little attention has been paid to the specific experiences and needs of women with disabilities in Ireland. There is an unspoken assumption that policies and practices towards people with disabilities are gender neutral.	Disability Equality Inclusion Discrimination Prevention Social Support Awareness
<a href="#">Gender Inequalities in Time Use: The Distribution of Caring, Housework and Employment Among Women and Men in Ireland</a>	Equality Authority and Economic and Social Research Institute	2008	PDF	Much of the research on gender inequality focuses on paid work. While yielding important insights into, for instance, the gender wage gap, such studies often neglect the importance of unpaid domestic labour.	Equality Gender Balance Participation Discrimination Prevention Engagement
<a href="#">Towards a Vision for a Gender Equal Society</a>	Irish Human Rights Equality Commission	2007	PDF	The National Action Plan for Women provides a valuable opportunity to establish a shared vision of a gender equal Ireland. It will allow us to renew our commitment to the empowerment of women and to ensure that all people benefit from this gender equal society.	Values Empowerment Equality Participation Diversity Leadership