

 **Promoting Equal Opportunities**
A Bridge to Peace and Reconciliation
Cross Border Women's Development Project



Cross Border Women's Development Project



Derry City Council



Donegal County Development Board
Bord Forbartha Chontae Dhún na nGall

Donegal County Council



Aim of Project

- **To identify, develop and promote initiatives to encourage the participation and advancement of women in the public sector labour market and in particular Derry City and Donegal County Councils.**

Specific Aims

Joint and coordinated approach to common problems of:

- Under representation of women at senior grades
- Horizontal segregation of the workforce
- Low levels of female entrepreneurship
- Promote social integration and inclusion
- Women's Access to local government

Local dimension

- **Women make up approx 66% of public sector workforce but hold only 19% of senior management posts**
- **Women do not hold any of the top management posts in either council**
- **30% of Elected Members in Derry City Council are female as compared to 10% of Elected Members in Donegal County Council**
- **RPANI impact**

Initiatives

Internal

- **Research**
 - Workplace reviews
 - Barriers- access and progression
 - E-working
- **Mentoring Programme**
- **Training in Non-Traditional areas**
- **Career / Personal Development Training**
- **Secondments / Work Experience**
- **Establish networking arrangements**

Initiatives

External

- **Training in the Community**
 - Personal development (interview skills, presentation techniques)
 - Non-traditional areas (H&S)
- **Taster Days**
- **Website**
- **Conference**
- **Promote access to information and services and promote good practice**

Innovations

- **New working relationships (Officers and Members)**
- **Baseline information on staff views on a wide range of topics**
- **Comparative information available**
- **Joint learning**
- **New research on specific barriers in Local Government (N&S)**
- **Specific initiatives targeted at women (internal and external)**
- **New approaches – cross border mentoring, cross border secondments**

Impact / achievements

3 areas:

- **Enhancing skills, knowledge and confidence**
- **Access to information, opportunities and good practice**
- **Women's attitudes and progression**

Enhancing skills, knowledge and confidence

Internal (355 Participants)

- Mentoring
- Training in non-traditional areas
- Personal and career development training
- Secondments / exchanges

External (264 Participants)

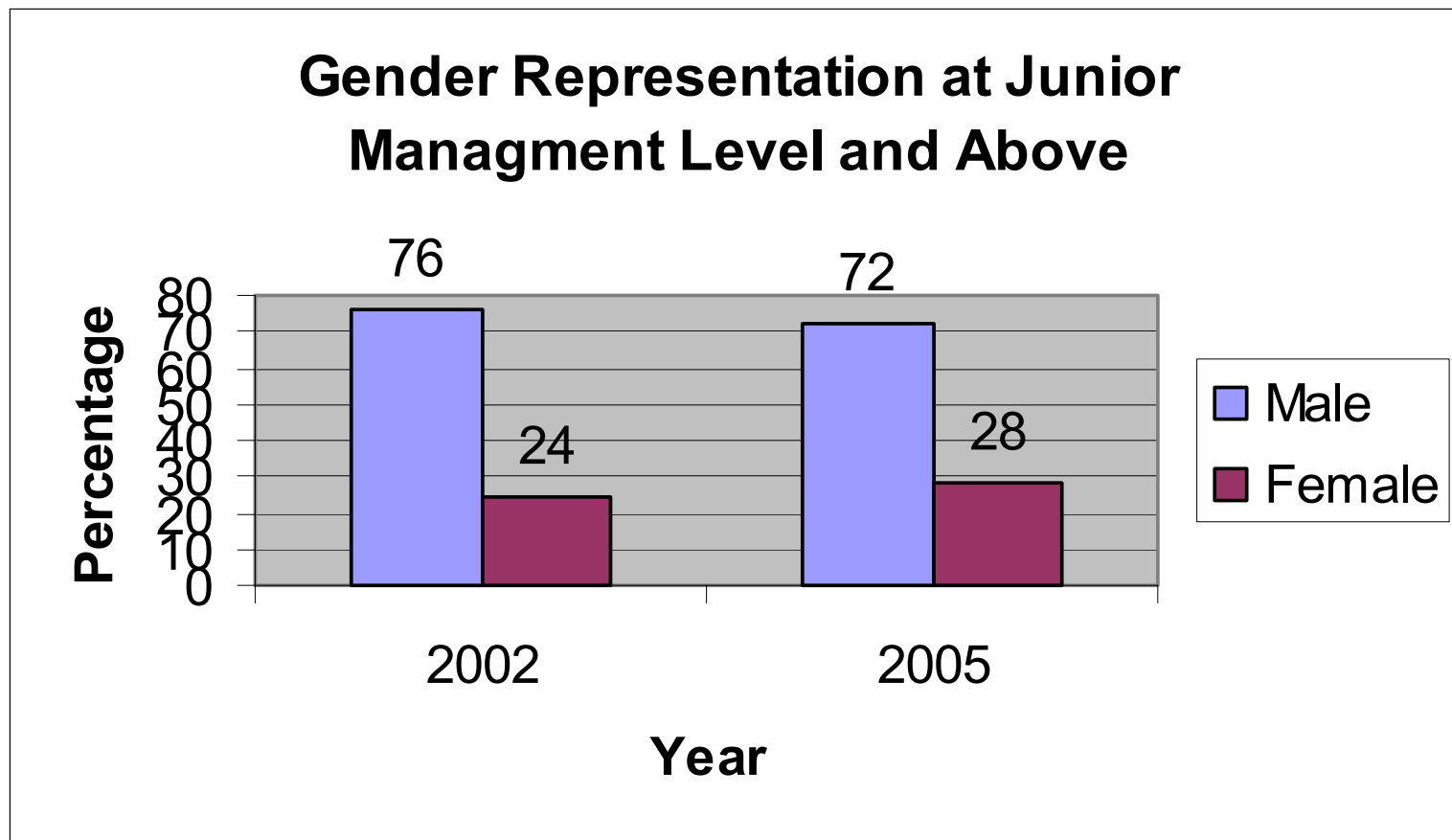
- Training in non-traditional areas
- Personal and career development training
- Taster days

Overall : 619 participants

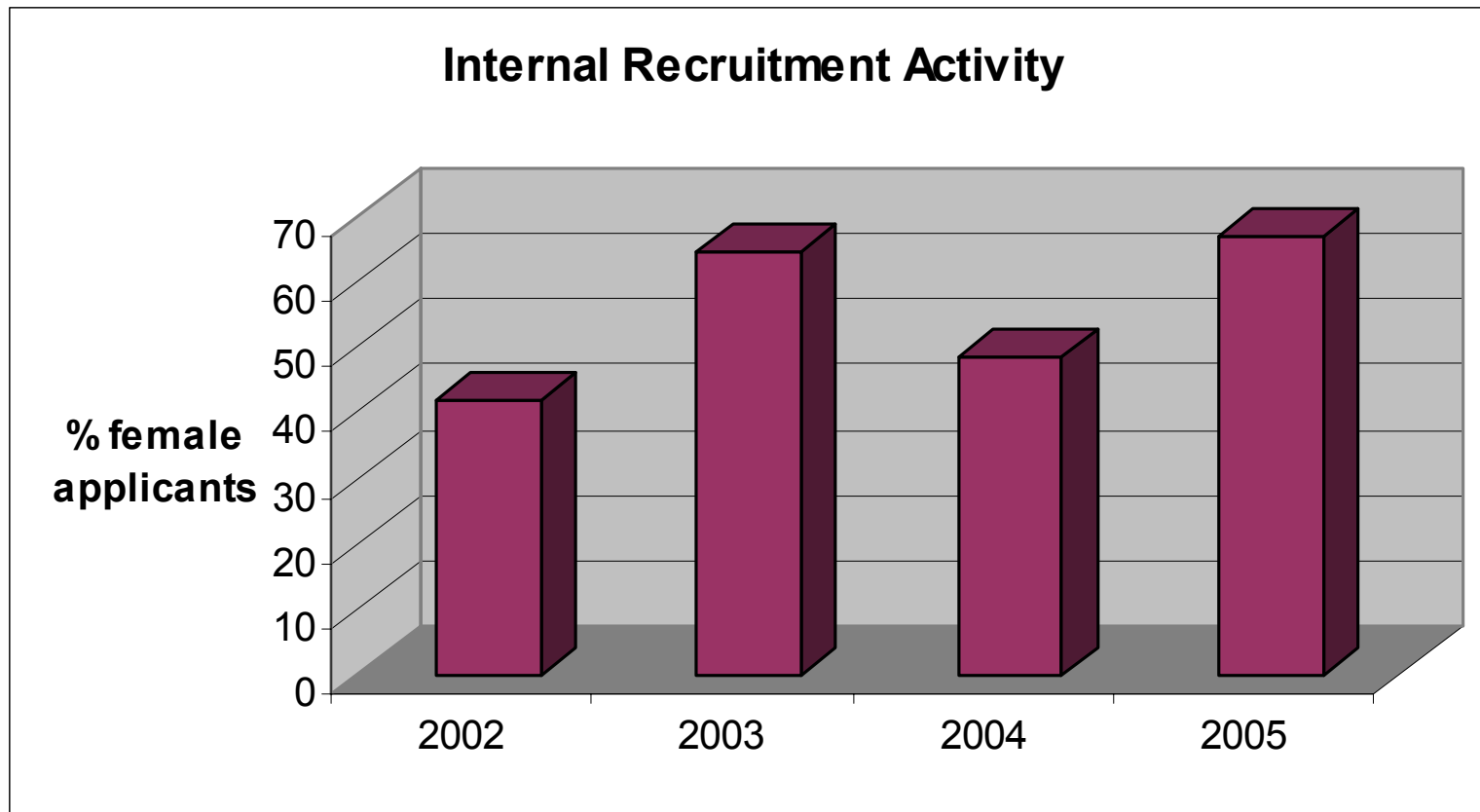
Access to information, opportunities and good practice

- **3 research reports**
- **Web-site**
- **Conference**
- **Conference report**

Women's attitudes and progression



Women's attitudes and progression



Key elements

- **Changing culture**
- **Training and development**
- **Mentoring**
- **Flexible working**

Where Are We Now?

- Diversity Action Plan for Staff
- Gender Action Plan for Elected Members
- Women's Officer progressing work with women's groups
- Development of a Local Women's Consultation Forum



Thank You