

A Charter for Women's Equality

Our vision is of an Ireland, and of a world, where all women and men have equal power to shape society and their own lives. (NWCI)

Declaration

Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace.*

This Charter represents the commitment of [redacted] to making women's equality a reality.

[redacted] recognises that women still face widespread inequalities, violence and discrimination with serious repercussions for economic and social cohesion, sustainable growth and development.

- We believe that it is necessary to include a strong, explicit focus on the needs of women in our strategies, policies, programmes and services.
- We recognise the importance of ensuring that the views of women are central to our decision making processes.
- We recognize and value the contribution women make to Irish society through economic, social, cultural and political development and we will strive to harness and build on that contribution in our work.
- We acknowledge that the full participation of women and the protection of their rights are essential to the development of a sustainable, thriving and equal Irish society and we are committed to playing our part in making that a reality.
- We recognize that the impact of our policies, actions and services will be stronger when gender considerations are taken into account at the outset and when the achievement of human rights and equality for women informs everything that we do.
- We acknowledge the diversity that exists amongst women and the specific and multiple forms of oppression and discrimination faced by particular groups of women. We will ensure that responses to meeting the needs of women reflect this diversity and prioritise those who are most marginalised.
- We are committed to taking the necessary and appropriate steps to eliminate all forms of sexism and discrimination against women and remove barriers to women's equality.
- We will ensure that we are aware of all relevant equality laws and that these laws are respected and fully complied with in our employment practice and in the implementation of our work programmes.

* Beijing Declaration and Platform for Action, Fourth UN World Conference on Women, 15 September 1995, A/CONF.177/20 (1995) and A/CONF.177/20/Add.1 (1995).