



Government  
**Equalities** Office

Putting equality at the heart of government

## Strengthening Women's Voices in Government

Transforming the way the Government  
engages and listens to women in  
the United Kingdom



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# I. Introduction

1. In recent generations, women's lives in the United Kingdom (UK) have changed dramatically. Women are playing an increasingly active role in economic, political and public life. They make up nearly half (46%) of those in employment<sup>1</sup>, making a crucial contribution to our economy<sup>2</sup>, and 28% of women with young children under five are now combining paid work with their family responsibilities<sup>3</sup>. Women are increasingly represented in all areas of political and public life – as heads of companies, chairs of public bodies, as councillors, Members of Parliament (MPs) and as leaders and active volunteers in their local communities, although there is clearly more progress to be made.
2. Women's experiences reflect the growing diversity of the UK's population and the demographic and societal changes which it is undergoing. One in ten women in the UK today are from minority ethnic backgrounds<sup>4</sup>. Over 17,000 women have entered into a civil partnership since their introduction in 2005<sup>5</sup> and, as the UK ages, bringing new opportunities and challenges. Older women are challenging outdated stereotypes on their role and abilities, and looking for new and fair models of care that meet their needs and the needs of their families. By 2025 there will be 13.9 million people over 65, of whom 7.5 million, or 54%, will be women<sup>6</sup>.
3. Every one of these women is an individual, with her own ambitions and aspirations, and facing her own particular challenges. But, despite all the change and progress we have seen in the last 40 years, outdated stereotypes and assumptions about gender still persist, and many women today still face inequalities and have different experiences and expectations compared with men:

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<sup>1</sup> Source: Labour Market Statistics, UK, December 2010.

<sup>2</sup> Office for National Statistics, Statistical Bulletin: 2010 Annual Survey of Hours and Earnings, December 2010.

<sup>3</sup> Source: Labour Force Survey Q3 2010 – non-seasonally adjusted.

<sup>4</sup> Source: Annual Population Survey, UK, April-June 2010.

<sup>5</sup> Source: National Statistics, Civil Partnerships Formation Data (provisional), 2005–2009. 17,481 females in civil partnerships.

<sup>6</sup> Source: 2008 Based National Population projections, UK.

- The median gender pay gap for full-time men and women is 10.2%, and the gap comparing all men and women is 19.8%;<sup>7</sup>
  - The low proportion of women holding directorships suggests British business is not using all the skills and talents of the workforce effectively. Women represent just 12.5% of directors on the Financial Times and the London Stock Exchange (FTSE) 100 boards<sup>8</sup>.
  - We have a record number of female MPs, yet they still only account for one in five MPs;<sup>9</sup>
  - In 2009/10, women were the victim of 73% of domestic violence incidents<sup>10</sup>.
4. The Government is committed to breaking down these remaining barriers to gender equality. The barriers which women face are too often there because they are women, and government has a role to act as a catalyst and advocate for change, working to create equal opportunities which enable women to play a full part in society. However, in many cases these barriers are no longer direct discrimination, but arise out of a more complex combination of attitudes, behaviours, culture and expectations. To develop policies that challenge these barriers and that make a real difference to women's lives it is essential that women's voices are brought into the heart of government.
5. **This consultation seeks views on the Government's proposals to develop new methods of engaging with women, to ensure an effective dialogue about the key issues of concern to women of all ages and backgrounds in the UK today. The consultation also asks for your views on the challenges and priorities for women in the UK today.**

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<sup>7</sup> Source: Annual Survey of Hours and Earnings 2010.

<sup>8</sup> The Female FTSE 2010 report, published by the Cranfield School of Management and part-funded by GEO, 2010.

<sup>9</sup> Source: Inter Parliamentary website.

<sup>10</sup> Source: 2009 – 2010 British Crime Survey data.

This consultation document has been developed by the Government Equalities Office, in consultation with other government departments and the devolved administrations. The proposals it outlines have been informed by informal consultation with women's organisations at a number of events over the last three months.

## 1.1 Background and policy context

6. In December 2010, the Coalition Government published its Equality Strategy *Building a Fairer Britain*. In it we set out two principles: equal treatment and equal opportunity. We committed to devolving power and control to citizens and local communities; giving them more choice and control over their lives and promoting greater participation in public life.
7. *Building a Fairer Britain* set out a major programme of action to tackle inequalities, through policies that aimed to go beyond the identity politics of the past, to an approach recognising people's individuality. We acknowledge that, from time to time, we will need to develop targeted strategies to help particular kinds of people, recognising their individuality, where they face distinct barriers, or especially deep and persistent inequalities. But our overriding strategy will be to develop frameworks and policies that offer individuals real opportunities to make choices that fit their own lives, supported by high-quality services offering support tailored to individual needs.
8. Commitments which will be of particular benefit to women include:
  - Introducing a new system of flexible parental leave, allowing parents to choose caring arrangements that work for them and challenging the stereotype that women will take the lion's share of leave when a couple has a child.

- Extending the right to request flexible working to all, encouraging a culture shift in our workplaces, beyond the traditional 9–5 model of employment.
  - Increasing transparency on pay, by making ‘gagging clauses’ in contracts unenforceable if someone suspects discrimination and working with partners to develop a voluntary approach for gender equality reporting, including on pay, in the private and voluntary sector.
  - A business-led strategy to increase the number of women on corporate boards, led by Lord Davies. Again, the public sector will lead by example, with a new aspiration that by the end of the current Parliament 50 per cent of all new appointments to public boards will be women.
  - A cross-government action plan to tackle violence against women and girls, including stable funding for rape crisis centres, with money for new centres where there are gaps in provision, £28 million of funding for specialist services to tackle violence against women and girls committed until 2015.
  - International work to empower and educate girls, recognising the role of women in development and delivering on the millennium development goals. We will continue work to tackle violence against women and girls overseas, and helping to ensure that healthy mothers can raise strong children.
9. As well as our programme of action to tackle inequalities, we have also committed to reforming the institutions that currently exist to help government develop and promote its equality policies and legislation. In April, the Government Equalities Office (GEO) will be brought into the Home Office to strengthen our ability to embed equality across government. As part of the coalition commitment to ‘reduce the number and cost of quangos’, we undertook a review of the Equality and Human Rights Commission (EHRC) and the Women’s National Commission (WNC). The aim of this review was to increase transparency and accountability for actions carried out on behalf

of the State, to cut out duplication of activity and to discontinue activities which are no longer necessary. The review concluded that the EHRC should be retained, but substantially reformed, to focus on its core role as an independent equalities regulator and human rights body, and that the functions of the WNC should be brought back within government.

10. The WNC was established in 1969, with appointed Commissioners tasked with bringing the voices of women to government. While the Government remains committed to the function of the WNC (to bring the voices of women to government) we are not convinced of the need to maintain a separate public body to perform this function. Instead, we plan to bring responsibility for engaging with women into the GEO, enhancing direct engagement by government and ministers with women, and increasing transparency and accountability. GEO is now working with partners across government and in the devolved administrations to develop a new model of engagement, building on the strong and respected legacy of the WNC, and harnessing new communications channels.
11. GEO'S equality impact assessment (EIA) on the decision to close the WNC and replace it with a new model for engaging and listening to women is available on our website ([www.equalities.gov.uk](http://www.equalities.gov.uk)). The EIA is a living document, and the outcome of this consultation and the final proposals for a new approach to engaging women will be similarly analysed and an updated EIA published.

## Question 1

*In section 1, we referred to some of the experiences and challenges which women in the UK still face today, and outlined some of the actions government is taking to address these. Please tell us what you or your organisation consider(s) the three most important challenges or priorities for women in the UK today.*



## 2. Our vision for engaging and listening to women

12. This government has an ambitious vision for how it engages and listens to women, bringing their opinions and voices to policy design and development. We want an engagement framework which is direct, inclusive and transparent, and which is, in principle and by design, open to all – individual women, grass roots and local community organisations as well as regional and national women’s organisations and wider organisations working on issues in which women have a key interest.
13. We want our approach to capture views on the range of issues which affect women across their life span. This might include, for example, topics such as housing, employment, education, health, arts or sport. While we do not intend to engage directly with children through the model set out in this document, we recognise that experiences in early life shape and influence later experiences and want to hear views on those.
14. Although co-ordinated by the Government Equalities Office (GEO), our aim is that the new approach will provide a clearer and more direct gateway and framework for dialogue for all government departments, so that ministers and their departments can reach out to women, listen to their views and give feedback on any area of policy. Because this is a United Kingdom (UK)-wide engagement strategy, our approach includes sharing relevant feedback with the devolved administrations, so they can use this insight for policy in Northern Ireland, Scotland and/or Wales as appropriate.
15. A central part of our vision for engaging and listening to women involves working in partnership with women’s organisations. Women’s organisations have played a crucial role across the UK in bringing women’s voices to government, advocating on behalf of women, campaigning for change and delivering services.
16. We also want to reach out to wider organisations which are not specifically or exclusively concerned with women’s interests, but which can help bring insight into aspects of women’s lives because their membership has a significant number of women or where the issues involved disproportionately impact on women.

17. Just as women's lives have changed over the last four decades, so have the ways in which we communicate with each other and prefer to communicate with government and public services. Our vision is therefore of an engagement model which is fit for the 21st century. We plan to make full use of modern communication methods, to deliver faster, more flexible communication and dialogue. We also plan to provide access to information, help and advice, including signposting to specialist organisations.

## 2.1 A new approach: key features

18. The key aims of our new engagement strategy are to:

- Identify, through ongoing dialogue with women, priorities which are important in shaping the lives of women in the UK today or will be important in the future.
- Ensure that the views of women on these priorities are fed effectively into the policy-making process, to promote and support women's equality and ensure policies reflect the range of their diverse perspectives, both domestically and internationally.
- Encourage and facilitate the networking of organisations so that best practice in addressing inequalities faced by women at local and national levels is shared.
- Be transparent about the views of women that have been communicated to government and how these views have been taken into account by government.

19. To deliver on these aims we have developed a new model for engaging and listening to women in the UK comprising four distinct approaches:

**Direct engagement** between ministers, women and organisations that represent women, to ensure government understands the views of a range of women in the UK and providing the opportunity for a genuine two-way dialogue on policies that affect women.

**Bringing in expertise** from the women's sector and beyond to support the new model, and support independence from government where this is critical, particularly in the international arena.

**Looking ahead** to enable us to anticipate emerging and future issues, such as the impact of the changing demography of the UK, which will be important for women.

**A new IT platform**, making the most of modern communication techniques to get the informed voice of women to government when they need to be heard.

20. Outline proposals on each of these are set out below.

## Question 2

Please rank the four distinct approaches outlined above (paragraph 19) in order of preference, with 1 being the most preferable and 4 the least.

<i>Direct engagement, eg meetings and events</i>	
<i>Expertise of the sector</i>	
<i>Looking ahead</i>	
<i>IT platform</i>	

### Question 3

*Do you or your organisation consider there should be other means used to engage and listen to women than those outlined – please explain/describe?*

### Question 4

*Do you or your organisation agree that the approaches we have outlined above (paragraph 19), are sufficient to ensure the following categories of women/organisations can take part?*

	Yes	No	Don't know
<i>Women entrepreneurs/women in business</i>			
<i>Women in management including corporate roles</i>			
<i>Women in non-traditional jobs</i>			
<i>Women who work</i>			
<i>Women based at home (not home-workers)</i>			
<i>Women from black and minority ethnic communities</i>			
<i>Women migrants</i>			
<i>Women asylum-seekers/refugees</i>			
<i>Transgender people</i>			
<i>Lesbian/bisexual women</i>			
<i>Women with caring responsibilities (not children)</i>			

	Yes	No	Don't know
<i>Women with children/mums</i>			
<i>Women from faith communities</i>			
<i>Younger women (below 25)</i>			
<i>Older/retired women</i>			
<i>Women living in rural areas</i>			
<i>Gypsy and Traveller women</i>			
<i>Disabled women</i>			
<i>Women living in poverty</i>			
<i>Women offenders</i>			
<i>Marginalised women</i>			
<i>Grassroots/local organisations</i>			
<i>Membership organisations</i>			
<i>Frontline/service delivery organisations</i>			
<i>National organisations</i>			
<i>UK-based international organisations based</i>			
<i>Other, please specify</i>			

### Question 4a

*If not, please outline other actions or approaches which you or your organisation consider should be used to ensure we include the above categories of women/organisations so they can take part?*

## 2.2 Direct engagement

21. Good government should always ensure that ministers have direct engagement with individuals and organisations that are affected by their policies. We want to bring a more co-ordinated and strategic approach to the work that will already be going on across government to ensure that ministers are listening to, and engaging with, women. We will develop a programme of outreach, meetings and events to provide opportunities for ministers to listen to your views on the key challenges or priorities for women today. This direct engagement will include the Ministers for Women and Equalities, but also link up with ministers in other departments working on policies of particular interest or that will have a particular impact on women.
22. A range of activities have already taken place to facilitate the direct engagement of ministers with women and women's organisations and organisations with a particular influence of interest to women including:
  - a roundtable with business women to discuss challenges faced by women in business and corporate life, including under-representation on company boards;
  - extensive engagement by the Minister for Equality on improving body confidence;
  - a workshop for Non-Governmental Organisations (NGOs) to support the implementation of the United Nations (UN) Convention on the Elimination of all forms of Discrimination against Women (CEDAW).

## Question 5

*In this section (2.2, paragraphs 21–22) we outline our envisaged approach to direct engagement. Please let us know which of the following in your/your organisation’s view is most effective? Please rank with 1 being the most effective and 5 the least.*

<i>Conferences</i>	
<i>Discussion groups</i>	
<i>Networking events</i>	
<i>Training events (eg events to learn about UN gender policy and what the UK is doing to implement it)</i>	
<i>Visits by ministers or policy officials</i>	
<i>What else would you like to see – please outline below</i>	

## 2.3 Bringing in expertise

23. We want to work with women’s organisations, community groups and business leaders in establishing this new arrangement, using their insight and knowledge to inform what we do and help us to reach women across the UK. We envisage using a flexible range of models over time including:

- establishing or convening time-limited, ‘expert’ panels to support government to develop policy in particular areas;
- hosting one-off policy forums, providing opportunities for officials from other departments to discuss policy issues, and how they affect women, with key NGOs;

- commissioning organisations or businesses with relevant expertise to gather the views of women and women’s organisations on particular topics for specific purposes. This will be valuable, for example, where we are aiming to reach particularly marginalised women, or in cases where it is essential to ensure that any compilation of views is strictly and visibly independent of government<sup>11</sup>.

## Question 6

*In section 2.3, paragraph 23, we outline what we mean by bringing in expertise. Please let us know which of the following in your/your organisation’s view is the most effective. Please rank with 1 being the most effective and 5 the least.*

<i>Time-limited ‘expert’ groups</i>	
<i>One-off policy forums</i>	
<i>Consortiums to provide expertise on specific issues</i>	
<i>Commissioning organisations or businesses</i>	
<i>What else would you like to see – please outline below</i>	

<sup>11</sup> For example, if we wanted to commission an independent review or report on an area of policy.



## 2.4 Looking ahead

24. It is essential that the Government continues to refresh our understanding of issues of concern to women and anticipate new problems arising as society changes, or external and environmental factors affect women's experience. To help us do this we envisage using a range of sources including:

- direct engagement to gather views from women regularly on new and emerging issues;
- online engagement, for example via webchats or online surveys;
- official data already in existence, for example Census data;
- commissioned research using more formal research methods, such as surveys, where needed to deal with gaps in knowledge or evidence.

### Question 7

*In section 2.4, paragraph 24, we outline what we mean by looking ahead. Please let us know which of the following in your/your organisation's view is the most effective. Please rank with 1 being the most effective and 5 the least.*

<i>Direct engagement – meetings and events</i>	
<i>Online engagement</i>	
<i>Conferences</i>	
<i>Specially commissioned research</i>	
<i>Official data and statistics</i>	
<i>What else would you like to see – please outline below</i>	

## 2.5 IT platform

25. As part of our new approach to engaging women, GEO will develop a discrete microsite, which will be located within our main website ([www.equalities.gov.uk](http://www.equalities.gov.uk)). We want this to be interactive and offer opportunities for virtual or online dialogue, using blogging tools to provide virtual space to enable this to happen. We envisage this virtual space as complementing the other approaches outlined here, by offering a platform for women and women's organisations to share views and opinions on the issues which are important to them, and providing another avenue for government to listen, consult and respond. This site will offer:

- regularly updated information and/or signposting to relevant sites on international and domestic policy relevant to women in the UK;
- feedback and updates on government action on the challenges and priorities for women in the UK where there is evidence to support action;
- updates on ministerial events, including photographs or videos from events using tools such as Flickr (for sharing photographs) or YouTube (sharing video);
- an e-newsletter covering issues across government, which will be available on our site, as well as being emailed out to those who have signed up to receive it. We are also considering linking regular updates to other dissemination tools such as a Facebook page and/or Twitter feed, to ensure as wide a reach as possible;
- regular opportunities for users to feedback views on specific issues using a range of channels, including web chats and online surveys as part of our direct engagement strategy (see section 2.2).

## Question 8

In this section (2.5, paragraph 25) we outline the way we envisage the IT platform will operate. Please identify the top five from the list below which you or your organisation consider should be available on the new site.

<i>Regular updates on policy relevant to women in the UK</i>	
<i>Signposting to other government departments' policy relevant to women in the UK</i>	
<i>Copies of newsletters and updates emailed out to subscribers</i>	
<i>Photographs of events, conferences and visits</i>	
<i>Updates from ministers</i>	
<i>Updates from officials</i>	
<i>Videos – interviews with ministers and videos of events</i>	
<i>Presentations and other documents used at events and conferences</i>	
<i>Surveys to gather views on specific topics or policy areas</i>	
<i>Feedback on what has happened as a result of what you have told us</i>	
<i>Discussion groups on themed topics like work-life balance or violence against women and girls</i>	
<i>Voting buttons seeking views on aspects of government policy</i>	
<i>Space where you can leave feedback or comment</i>	
<i>Information about international policy and initiatives</i>	
<i>Links to relevant international forums, eg UNWomen</i>	

## Question 9

*What other information would you like to see on the site – please outline.*

## Question 10

*What other kinds of functions would you like to see on the site – please outline.*

## Question 11

*We have outlined here (section 2.5, paragraph 25) what IT and social media tools we envisage using. To help us design the IT platform so it has optimum reach to women across the UK, please let us know which of the following IT and social media tools you or your organisation use:*

- How often do you use the following to network or keep in touch, eg with friends or family (for membership organisations this means with your members)? 1 everyday; 2 once a week; 3 once month; 4 occasionally; 5 hardly ever; 6 prefer not to use; 7 have not come across before.*
- What would be the most effective for you or your organisation? Please identify the top 5 most effective in your/your organisation's view, ranking from 1 to 5 with 1 being the most effective.*

	<b>Usage – please let us know how often you/your organisation use</b>	<b>Effectiveness – please identify top 5 (1–5)</b>
<i>Newsletters</i>		
<i>Blogs</i>		
<i>Twitter</i>		
<i>Discussion groups</i>		
<i>Flickr</i>		
<i>Facebook</i>		
<i>LinkedIn</i>		
<i>YouTube</i>		
<i>Regular email updates</i>		
<i>Web-based surveys</i>		
<i>Other, please describe</i>		

### 3. Geographical scope

26. In Great Britain, equality legislation is generally a reserved matter. Northern Ireland has its own, separate equality legislation, for which the Northern Ireland Executive is responsible. However, to the extent that equality legislation cuts across matters that are devolved (such as health and education), there will be a particular interest for the devolved administrations. In addition, there are some areas of equality legislation (such as the public sector equality duty) where powers to make secondary legislation rest with the devolved administrations.
27. Internationally, the United Kingdom (UK) has signed up to both the United Nations (UN) Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Beijing Platform for Action UN, and we are responsible for the 'national women's machinery'<sup>12</sup>. Therefore, this consultation is UK-wide.
28. However, the Northern Ireland, Wales and Scotland devolved administrations have in place their own mechanisms in place for consulting with women.

In **Northern Ireland**, the Gender and Sexual Orientation Equality Unit is based in the Office of the First Minister and Deputy First Minister:  
<http://www.ofmdfmi.gov.uk/index/equality/gender-equality.htm>

In **Scotland**, the Gender Equality team is based in the Scottish Government's Equality Unit:  
<http://www.scotland.gov.uk/Topics/People/Equality/18500>

In **Wales**, the Equality, Diversity and Inclusion division is based in the Department for Social Justice and Local Government:  
<http://wales.gov.uk/about/civilservice/departments/pslgd/sjlg/?lang=en>

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<sup>12</sup> In the UK it is the Government Equalities Office (GEO) which leads on this for government.

## 4. What will happen to the results of the consultation

29. The Government Equalities Office (GEO) is leading this consultation and will not disclose the names of responding organisations or individuals without their consent. We have also asked whether those women or women's Non-Governmental Organisations (NGOs) responding would be willing, in principle, to have their names added to a database which GEO will use as part of our engagement strategy following the consultation.
30. GEO will publish a summary of the feedback received from this consultation. Responses will be used to inform decisions about the best way to design and deliver a new approach to engaging with and listening to women in the United Kingdom. Once we have considered the results of the consultation, GEO will publish a short document outlining our plans.

## 5. Who should respond to this consultation

31. This consultation asks what you think about the methods we propose, how suitable they are for delivering a more direct form of engagement with women in the United Kingdom (UK), and to find out which methods of engagement may be better suited to different women. The Government Equalities Office (GEO) particularly welcomes views from:

- women living in any part of the UK. We have already set out that we will share views, where relevant, with the devolved administrations to ensure women's voices are heard by the right policy-makers;
- women's voluntary and community sector organisations, including front-line, membership (individual or group) and umbrella organisations operating in the UK;
- Non-Governmental Organisations (NGOs) which campaign or work on international policy or development issues which affect or are relevant to women;
- organisations that represent women where the membership has a significant number of women or where the issues disproportionately impact on women. For example, organisations representing older people may have insight on issues as they relate to, or affect, older women;
- local and national third sector umbrella organisations providing advice, support and organisational development to women and/or women's organisations.

32. We also welcome the views of other organisations and individuals who wish to contribute to this consultation. Please use this link to respond to the consultation online. If you require the survey in an alternative format please email [womensengagement@geo.gsi.gov.uk](mailto:womensengagement@geo.gsi.gov.uk) or write to Women's Engagement Team, Gender Equality Policy & Inclusion Division, Government Equalities Office, 9/G9 Eland House, Bressenden Place, London SW1E 5DU.



## 5.1 Responding to the consultation

33. We would very much welcome your response to our proposals to this new approach to engage women in the UK. In particular:

- tell us what you or your organisation consider the most important challenges or priorities facing women in the UK today;
- tell us how effective, in your or your organisation's experience, the four main methods we have outlined are in terms of engaging with women in the UK;
- accessibility issues – eg. how do we help non-IT users to take part, ensuring marginalised or 'hard to hear' women, including those women who do not have English as a first language, have their voices heard; and
- are there other methods which GEO should be looking at as part of our new approach?

34. We would be pleased to receive feedback on our proposals, set out in section 2.1, in the period from 7 March to 10 June 2011. The questions can be found by clicking on the link below which will take you to the survey.

### Link to questions

Thank you for taking the time to engage with this consultation, we look forward to receiving your comments. To respond to the consultation, please follow this link to the online questionnaire.

<http://www.surveymonkey.com/s/StrengtheningWomensVoicesConsultation>

## 5.2 Questions

### Question 1

*In section 1, we referred to some of the experiences and challenges which women in the UK still face today, and outlined some of the actions government is taking to address these. Please tell us what you or your organisation consider(s) the three most important challenges or priorities for women in the UK today.*

### Question 2

*Please rank the four distinct approaches outlined above (paragraph 19) in order of preference, with 1 being the most preferable and 4 the least.*

<i>Direct engagement, eg meetings and events</i>	
<i>Expertise of the sector</i>	
<i>Looking ahead</i>	
<i>IT platform</i>	

### Question 3

*Do you or your organisation consider there should be other means used to engage and listen to women than those outlined – please explain/describe?*

## Question 4

Do you or your organisation agree that the approaches we have outlined above (paragraph 19), are sufficient to ensure the following categories of women/organisations can take part?

	Yes	No	Don't know
<i>Women entrepreneurs/women in business</i>			
<i>Women in management including corporate roles</i>			
<i>Women in non-traditional jobs</i>			
<i>Women who work</i>			
<i>Women based at home (not home-workers)</i>			
<i>Women from black and minority ethnic communities</i>			
<i>Women migrants</i>			
<i>Women asylum-seekers/refugees</i>			
<i>Transgender people</i>			
<i>Lesbian/bisexual women</i>			
<i>Women with caring responsibilities (not children)</i>			
<i>Women with children/mums</i>			
<i>Women from faith communities</i>			
<i>Younger women (below 25)</i>			
<i>Older/retired women</i>			
<i>Women living in rural areas</i>			
<i>Gypsy and Traveller women</i>			

	Yes	No	Don't know
<i>Disabled women</i>			
<i>Women living in poverty</i>			
<i>Women offenders</i>			
<i>Marginalised women</i>			
<i>Grassroots/local organisations</i>			
<i>Membership organisations</i>			
<i>Frontline/service delivery organisations</i>			
<i>National organisations</i>			
<i>UK-based international organisations based</i>			
<i>Other, please specify</i>			

### Question 4a

*If not, please outline other actions or approaches which you or your organisation consider should be used to ensure we include the above categories of women/organisations so they can take part?*

## Question 5

In section 2.2, paragraphs 21–22, we outline our envisaged approach to direct engagement. Please let us know which of the following in your/your organisation's view is most effective? Please rank with 1 being the most effective and 5 the least.

Conferences	
Discussion groups	
Networking events	
Training events (eg events to learn about UN gender policy and what the UK is doing to implement it)	
Visits by ministers or policy officials	
What else would you like to see – please outline below	

## Question 6

In section 2.3, paragraph 23, we outline what we mean by bringing in expertise. Please let us know which of the following in your/your organisation's view is the most effective. Please rank with 1 being the most effective and 5 the least.

Time-limited 'expert' groups	
One-off policy forums	
Consortiums to provide expertise on specific issues	
Commissioning organisations or businesses	
What else would you like to see – please outline below	

## Question 7

In section 2.4, paragraph 24, we outline what we mean by looking ahead. Please let us know which of the following in your/your organisation's view is the most effective. Please rank with 1 being the most effective and 5 the least.

<i>Direct engagement – meetings and events</i>	
<i>Online engagement</i>	
<i>Conferences</i>	
<i>Specially commissioned research</i>	
<i>Official data and statistics</i>	
<i>What else would you like to see – please outline below</i>	

## Question 8

In section 2.5, paragraph 25, we outline the way we envisage the IT platform will operate. Please identify the top five from the list below which you or your organisation consider should be available on the new site.

<i>Regular updates on policy relevant to women in the UK</i>	
<i>Signposting to other government departments' policy relevant to women in the UK</i>	
<i>Copies of newsletters and updates emailed out to subscribers</i>	
<i>Photographs of events, conferences and visits</i>	
<i>Updates from ministers</i>	
<i>Updates from officials</i>	

<i>Videos – interviews with ministers and videos of events</i>	
<i>Presentations and other documents used at events and conferences</i>	
<i>Surveys to gather views on specific topics or policy areas</i>	
<i>Feedback on what has happened as a result of what you have told us</i>	
<i>Discussion groups on themed topics like work-life balance or violence against women and girls</i>	
<i>Voting buttons seeking views on aspects of government policy</i>	
<i>Space where you can leave feedback or comment</i>	
<i>Information about international policy and initiatives</i>	
<i>Links to relevant international forums, eg UNWomen</i>	

### Question 9

What other information would you like to see on the site – please outline.

### Question 10

What other kinds of functions would you like to see on the site – please outline.

## Question 11

In section 2.5, paragraph 25, we outline what IT and social media tools we envisage using. To help us design the IT platform so it has optimum reach to women across the UK, please let us know which of the following IT and social media tools you or your organisation use:

- How often do you use the following to network or keep in touch, eg with friends or family (for membership organisations this means with your members)? 1 everyday; 2 once a week; 3 once month; 4 occasionally; 5 hardly ever; 6 prefer not to use; 7 have not come across before.
- What would be the most effective for you or your organisation? Please identify the top 5 most effective in your/your organisation's view, ranking from 1 to 5 with 1 being the most effective

	Usage – please let us know how often you/your organisation use	Effectiveness – please identify top 5 (1–5)
Newsletters		
Blogs		
Twitter		
Discussion groups		
Flickr		
Facebook		
LinkedIn		
YouTube		
Regular email updates		
Web-based surveys		
Other, please describe		



## Question 12

Please let us know how, in your or your organisation's view, we can ensure the new approach to engaging women is accessible for different women, eg non-IT users, marginalised women, women who do not have English as their first language.

--

## About you/your organisation

It would help us to understand the responses to the consultation better if you could provide some details about yourself or the organisation for which you are responding.

--

## Question 13

Are you responding (please choose one):

As an individual (Please go to question 14)	
On behalf of an organisation (Please go to question 22)	

If you are an individual, it would be helpful if you could provide the following information.

## Question 14

Are you a British citizen?

Yes	
No	

## Question 15

Where in the UK do you live? (Please select one).

England	
Northern Ireland	
Scotland	
Wales	
Not currently resident in the UK	

## Question 16

Please indicate your sex.

Male	
Female	
Prefer not to say	

## Question 17

Do you consider yourself to have a transgender identity?

Yes	
No	
Prefer not to say	

## Question 18

Which of the following do you consider best describes your ethnic or cultural background?

<b>A. White</b>	
<i>English/Welsh/Scottish/Northern Irish/British</i>	
<i>Irish</i>	
<i>Gypsy or Irish Traveller</i>	
<i>Any other white background (please specify)</i>	
<b>B. Mixed/multiple ethnic groups</b>	
<i>White and black Caribbean</i>	
<i>White and black African</i>	
<i>White and Asian</i>	
<i>Any other mixed/multiple ethnic background (please specify)</i>	
<b>C. Asian/Asian British</b>	
<i>Indian</i>	
<i>Pakistani</i>	
<i>Bangladeshi</i>	
<i>Chinese</i>	
<i>Any other Asian background (please specify)</i>	

<b>D. Black/African/Caribbean/black British</b>	
<i>African</i>	
<i>Caribbean</i>	
<i>Any other black/African/Caribbean background (please specify)</i>	
<b>E. Other ethnic group</b>	
<i>Arab</i>	
<i>Any other ethnic group (please specify)</i>	

## Question 19

How old are you? Please select one of the categories below.

<i>Under 20</i>	
<i>20–30</i>	
<i>31–40</i>	
<i>41–50</i>	
<i>51–60</i>	
<i>61–70</i>	
<i>71–80</i>	
<i>81+</i>	

## Question 20

*Do you consider yourself to be disabled?*

<i>Yes</i>	
<i>No</i>	
<i>Prefer not to say</i>	

## Question 21

*Please tell us your religious affiliation, if any? (Please select one).*

<i>No religion</i>	
<i>Prefer not to say</i>	
<i>Christian (including Church of England, Catholic, Protestant and all other Christian denominations)</i>	
<i>Buddhist</i>	
<i>Hindu</i>	
<i>Jewish</i>	
<i>Muslim</i>	
<i>Sikh</i>	
<i>Any other religion (please specify)</i>	

## Question 22

Please tell us which of the following you consider best describes your sexuality?

<i>Prefer not to say</i>	
<i>Heterosexual</i>	
<i>Bisexual</i>	
<i>Lesbian</i>	
<i>Gay</i>	

**Thank you. Please go to question 30.**

**If you are responding on behalf of an organisation, it would be helpful if you could provide the following information.**

## Question 23

Please select one of the following categories which best describes your organisation.

<i>Voluntary, not registered as a charity</i>	
<i>Registered charity</i>	
<i>Social enterprise</i>	
<i>Business</i>	
<i>Religious organisation</i>	
<i>Other (please specify)</i>	

## Question 24

Where in the UK does your organisation operate? (Please select one).

<i>UK-wide</i>	
<i>Britain (England, Scotland and Wales)</i>	
<i>England and Wales</i>	
<i>England only</i>	
<i>Northern Ireland only</i>	
<i>Scotland only</i>	
<i>Wales only</i>	
<i>Some other combination (please specify)</i>	

## Question 25

Please select one of the following which best describes what your organisation mainly does.

<i>Front-line services</i>	
<i>Advice and advocacy</i>	
<i>Campaigning</i>	
<i>Membership for other organisations</i>	
<i>Membership for individuals</i>	
<i>Religious organisation</i>	
<i>Other (please specify)</i>	

### Question 26

If you are a membership or client-based organisation (this includes providing advice or services to people or clients) please let us know how many members or clients your organisation has (annual figures).

<i>Up to 10</i>	
<i>11–50</i>	
<i>51–100</i>	
<i>101–250</i>	
<i>251–500</i>	
<i>501–1,000</i>	
<i>1,001–2,000</i>	
<i>2,000+(please say how many to nearest thousand)</i>	
<i>Not applicable</i>	



## Question 27

If you are a business please let us know how many staff your organisation has (full-time equivalents).

<i>Up to 10</i>	
<i>11–50</i>	
<i>51–100</i>	
<i>101–250</i>	
<i>251–500</i>	
<i>501–1,000</i>	
<i>1,001–2,000</i>	
<i>2,000+ (please say how many to nearest thousand)</i>	
<i>Not applicable</i>	

## Question 28

What client or membership base does your organisation have? (Please select one).

<i>Not a client/membership organisation</i>	
<i>Women only</i>	
<i>Mainly women</i>	
<i>Both men and women</i>	
<i>Mainly men</i>	
<i>Men only</i>	

## Question 29

Please select one of the following which best describes your client or membership base.

<i>Not a client/membership organisation</i>	
<i>Women and girls</i>	
<i>Men and boys</i>	
<i>Older people</i>	
<i>Young people</i>	
<i>Faith community</i>	
<i>Ethnic/black and ethnic minority community</i>	
<i>Gypsy/Traveller/Roma community</i>	
<i>Disabled people</i>	
<i>Lesbian/bisexual/transgender people</i>	
<i>Asylum seekers</i>	
<i>Migrants</i>	
<i>Carers</i>	
<i>Debt/welfare benefits</i>	
<i>Other, please describe</i>	

### Question 30

Would you like to be added to the women's engagement database? (Please select one).

Yes	
Newsletter only	
No	

**Thank you for answering our questions. Please use the space below to add any other information which you think we would find helpful.**

## 6. List of abbreviations

<b>CEDAW</b>	Convention on the Elimination of all forms of Discrimination Against Women
<b>EHRC</b>	Equalities and Human Rights Commission
<b>EIA</b>	Equality impact assessment
<b>FTSE</b>	Financial Times and the London Stock Exchange
<b>GEO</b>	Government Equalities Office
<b>MP</b>	Member of Parliament
<b>NGO</b>	Non-Governmental Organisation
<b>UK</b>	United Kingdom
<b>UN</b>	United Nations
<b>WNC</b>	Women's National Commission

# Notes

# Notes





### **Alternative formats**

We will consider any reasonable request for **alternative accessible formats** of this document. Please send your request to:

Email: [womensengagement@geo.gsi.gov.uk](mailto:womensengagement@geo.gsi.gov.uk)  
(Please state “Accessible format request”  
in the subject line)

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