



Tipperary County Council Women's Caucus

Terms of Reference and Action Plan 2022-2024

Introduction:

Women's caucuses or parliamentary groups are structures that have been created within the political assemblies in many countries to strengthen cooperation between women in political life across party or ideological lines and which strengthens their capacity to effect change. They can help build the capacity of women councillors; especially newly elected councillors, through formal and informal mentoring and promote women's equality in Local Government.¹

Aim:

The Tipperary Women's Caucus is committed to ensuring that Local Government is more diverse and representative of the communities it represents and the establishment of this caucus will help to promote and encourage the participation of women in local elections and local government more generally within Tipperary.

The Caucus will work to support the involvement of more women in all aspects of local government from voting to standing as candidates in the 2024 elections and will also help its members find common ground and improve the working conditions of female Councillors.

Structure:

The membership would be cross-party and cross-Council and be open to all new female Councillors. The Caucus will meet at least 4 times a year with an annual meeting held to elect a new Chair each year.

Terms of Reference:

- To encourage women's interest in local /national politics
- To increase the visibility of women councillors in County Tipperary
- To create awareness of the positive impact of female participation. 'To be it, you have to see it.'

¹ National Women's Council Guidelines



Action Plan¹:

Item in order of priority	Details	Time Frame
1. Training & Mentoring	<p>Customised training courses for existing female councillors to cover areas such as:</p> <ul style="list-style-type: none">● Chairing & Facilitating Meetings● Dealing with the Media & Issuing Press Releases● Capacity building: to include assertiveness and setting boundaries● Specific Training in aspects of Local Government e.g.<ul style="list-style-type: none">○ How to read and understand financial annual budgets○ Planning○ Legal training e.g. anti-social behaviour etc○ Dignity at Work○ Online safety & social media use○ Operation of Municipal Districts.○ Impact of National Government policy at Plenary & Municipal level○ Induction training for new Councillors to be provided over 4 x half days rather than 2 full days to prevent information overload	2022-2024 Use of External trainers where necessary and specific to Tipperary County Council
2. Remuneration and Allowances	<ul style="list-style-type: none">● Continue to lobby for improvements to support the role of female councillors e.g. Child Care expense should be added as Councillor expense for Plenary and District meetings	2022-2024
3. Enhanced Supports	<ul style="list-style-type: none">● Identify a range of non-financial measures that would encourage existing councillors to stand for re-election and new councillors for election<ul style="list-style-type: none">○ Allocation of work spaces and meeting rooms including an online booking system in each municipal	2022-2024



	<p>area for rooms to meet constituents</p> <ul style="list-style-type: none">○ Remote/Hybrid SPC meetings as option○ Healthy eating options for meetings	
4. Development of a Series of Awareness Campaigns leading up to 2024 Elections	<ul style="list-style-type: none">● Hold a series of workshops at District level with female transition year students; women's groups e.g. WIB, ICA: female members of Tidy Towns, GAA and Community Councils (not exclusive)● Develop Podcasts with existing Female councillors featuring profile and interview with each existing female Councillor.	2022-2024

Criteria for Deciding on Actions:

- Consensus - 'Can I live with this option?'
- Impactful - for Councillors and wider impact to encourage more women
- Deliverable and achievable
- Workable
- What is our priority?