

# **Citizens' Assembly on Gender Equality**

## **Final Ballot on Bloc C, D & E**

### **Gender equality principle in law and policy – Bloc C**

- 15.** Article 40.1 of the Constitution should be amended to refer explicitly to gender equality and non-discrimination.
  
- 16.** Empower and adequately resource a statutory body for gender equality under the responsibility of a Cabinet Minister charged with cross government coordination of gender equality issues.
  
- 17.** Ensure data gathering on key gender equality issues (including care), regular publication of such data and remedial action where necessary.
  
- 18.** Reflecting international best practice, require gender impact assessment of all proposed legislation and legislate for equality budgeting across all Government bodies including local authorities.
  
- 19.** Anti-discrimination and equality legislation should be:
  - (a) Regularly reviewed to ensure effective monitoring, investigation, reporting and enforcement.
  - (b) A standard part of employee training.

## **Norms & stereotypes & education – Bloc D**

- 20.** Work places should be required to develop, resource, implement and monitor gender-neutral recruitment and promotion policies and practices including:
- (a) Specific policies to promote gender equality in leadership positions.
  - (b) A requirement to operate gender-sensitive and anti-discriminatory selection and promotions processes.
  - (c) Equal access to training, assignments and mentoring opportunities for all employees including part-time and remote workers.
- 21.** Appropriately resource schools to facilitate:
- (a) Provision of a broad range of subject choice that counters gender stereotyping.
  - (b) Provision of gender-neutral career information and advice from early second level education.
- 22.** Curriculum review and development should:
- (a) Promote gender equality and diversity.
  - (b) Explicitly cover gender power dynamics, consent and domestic, sexual and gender-based violence – both online and offline – within the revised Relationships and Sexuality curriculum.
- 23.** All levels of the education system from pre-school to third level, led by the relevant Government Department, should:
- (a) Ensure that initial education and continuing professional development for staff includes modules promoting gender awareness and gender-sensitive teaching methods.
  - (b) Monitor policies and practices – including school inspection and whole school evaluation – through the lens of gender equality and report regularly on trends and outcomes by gender.

**24.** In view of the gendered impact on women, reform the Third Level Grants Scheme to ensure that those accessing part-time courses are eligible to apply for a grant.

**25.** Media and advertising, including social media, organisations should:

- (a) Be more strongly regulated to promote gender equality and avoid gender discrimination and stereotyping and take action where discriminatory behaviours occur.
- (b) Be obliged to annually publish details of their monitoring of, and compliance with, gender equality and inclusion measures.
- (c) Make special efforts to improve the visibility of men performing caring roles.

**26.** Provide appropriate State funding and resources for:

- (a) Strengthening existing programmes to encourage women into male-dominated careers (e.g. STEM, Science Technology Engineering and Maths) and including apprenticeships.
- (b) Developing initiatives to encourage men into female-dominated careers (e.g. caring professions).

## **Leadership in politics, public life & the workplace – Bloc E**

**27.** By the end of 2022:

- (a) Extend the gender quota for party candidates at general elections to local elections, elections to the Seanad and European Parliament elections and review every 5 years.
- (b) Increase penalties for parties that do not meet the statutory gender quotas.
- (c) The 30% threshold should be increased to 40% for women (and 40% for men) for all elections.

**28.** Improve gender balance on boards by:

- (a) Making funding to public bodies contingent on reaching a 40% gender balance quota by 2025.
- (b) Enacting gender quota legislation that requires private companies to have at least 40% gender balance according to specific criteria such as turnover, number of employees etc.

**29.** Public funding to cultural, sports, arts and media organisations should be contingent on:

- (a) A quota of 30% representation of women, and of men, on their Governing bodies by 2025 and 40% by 2030.
- (b) Published plans to advance gender equality in their organisations.
- (c) Annual reporting on progress towards agreed quotas on gender representation and funding.

**30.** Improve family-friendly practices for all representatives elected to public office by:

- (a) Making maternity, paternity and parental leave available to all elected representatives, including Ministers (*through legislation or constitutional amendment as required*).
- (b) Providing flexible working options including remote working and voting and adjusting meeting times and rules to suit caring responsibilities (*through legislation or constitutional amendment as required*).

**31.** Strengthen legislation, reporting and monitoring of press and social media by:

- (a) Holding technology and social media companies accountable for immediately removing online content that constitutes sexual harassment, bullying, stalking, sexually violent or abusive content that they have identified or about which they have been informed.
- (b) Penalising and eliminating hateful and abusive language, including on the basis of gender, with regular reviews to ensure legislation keeps pace with technological advances.