

Draft recommendations

In advance of our next meeting on April 17th and 18th, we would like to get your input in shaping the recommendations on leadership and norms and stereotypes for the draft ballot paper. We have also included some general recommendations that have arisen during your discussions. This survey will allow you to make your contribution to the ballot paper in three ways:

1. On each recommendation - on the first two pages you will be asked whether you feel it should be included. There is also space for you to explain your view on each recommendation if you wish.
2. Your view on each recommendation's relative importance - after getting your view on each recommendation, on the third page, we will ask you to rank each of the recommendations (divided by theme) in order of importance.
3. If we have missed anything - you have the opportunity to suggest any additional recommendations that you feel we are missing on the last page.

It is important to prioritise and only include the most important recommendations to make our recommendations impactful. Remember that this survey is covering recommendations in the area of leadership and norms and stereotypes. We will send you another survey containing draft ballot paper questions for the remaining topics (work, social protection and gender-based violence) next week.

Suppose you do not complete the survey in one sitting. In that case, surveymonkey will save your responses as long as you click 'next' at the bottom of the page before closing. You can then close and finish the survey at a later time.

This survey will remain open until 2 pm on Tuesday, 23 March. If you have any questions or queries, please contact the Secretariat on info@citizensassembly.ie or by telephone at 01 619 4110 or 086 7794361.

* Member name

Name

Below are each of the recommendations contained in the draft recommendations paper. Please review each recommendation and indicate whether you think the final ballot paper should include each recommendation. If you have any thoughts on the recommendation, please comment in the text box below it. We have removed the word limit in the comment box but would ask you to keep your responses as brief as possible.

GENDER EQUALITY PRINCIPLES IN THE CONSTITUTION, LAW AND POLICY

1. Amend Article 40.1 to refer explicitly to gender equality and non-discrimination, to reflect the fundamental principles of gender equality and non-discrimination in the Constitution

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

2. Appoint a Minister for Gender Equality responsible for cross government co-ordination of gender equality issues

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

3. Ensure data gathering on key gender equality issues, regular publication of such data and remedial action where necessary to ensure delivery of public targets

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

4. Ensure gender impact assessment of all proposed legislation and legislate for equality budgeting across all policy and Government bodies including local authorities

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

5. Anti-discrimination and equality legislation should be:

a. reviewed to ensure better monitoring, reporting and enforcement

Should this recommendation be on the ballot paper?

Yes

No

b. a standard part of employee training

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

LEADERSHIP AND PUBLIC LIFE

Gender Quotas

6. Extend and expand current quotas in politics: (*political parties lose 50% of their state funding in national elections unless at least 30% of their candidates are women and 30% are men. This is set to rise to 40% in 2023*).

a. Extend the current 30 per cent gender quota for party candidates at general elections to local elections, elections to the Seanad and European Parliament elections before the next elections

Should this recommendation be on the ballot paper?

Yes

No

b. Increase penalties for non-respect of gender quotas to loss of 100% of public funding

Should this recommendation be on the ballot paper?

Yes

No

c. The 30% threshold should be increased to 40% for women (and 40% for men) for all elections-national, local and European before the next general election

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

7. Improve gender balance on boards by:

a. Making funding to public bodies contingent on reaching a 40% gender balance quota by 2025

Should this recommendation be on the ballot paper?

Yes

No

b. Enacting gender quota legislation that requires private companies over a specific size to have at least 40% gender balance

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

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

a. A quota of 30% representation of women on their Governing bodies by 2025 (current Govt policy sets target of 30% by 2027)

Should this recommendation be on the ballot paper?

Yes

No

b. Published plans to advance gender equality in their organisations

Should this recommendation be on the ballot paper?

Yes

No

c. Regular reporting on progress towards agreed quotas on gender representation and funding

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

Politics and public life

9. Improve family-friendly practices in the Oireachtas by:

a. Making maternity, paternity and parental leave available to all elected representatives, including Ministers, on the same basis as the rest of the population (through legislation or constitutional amendment as required)

Should this recommendation be on the ballot paper?

Yes

No

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)

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

10. Strengthen legislation and monitoring of press and social media to penalise and eliminate hateful and abusive language, including on the basis of gender and incorporate harsher penalties for abuse

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

11. Provide Government-funded supports such as training and mentoring for groups of women who are underrepresented in politics

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

Draft Recommendations - continued

Below are each of the recommendations contained in the draft recommendations paper. Please review each recommendation and indicate whether you think the final ballot paper should include each recommendation. If you have any thoughts on the recommendation, please comment in the text box below it. We have removed the word limit in the comment box but would ask you to keep your responses as brief as possible.

Leadership in the workplace

12. Workplaces 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

Should this recommendation be on the ballot paper?

Yes

No

b. To counter gender stereotypes and bias, all workplaces should be required to operate gender-sensitive selection and promotions processes such as gender-neutral assessments of job applications and gender-balanced shortlists for interviews

Should this recommendation be on the ballot paper?

Yes

No

c. Equal access to training, assignments and mentoring opportunities for all employees including part-time and remote workers

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

NORMS AND STEREOTYPES

Education

13. Appropriately resource schools to facilitate

a. Provision of a broad range of subject choice that counters gender stereotyping

Should this recommendation be on the ballot paper?

Yes

No

b. provision of gender-neutral career information and advice from early second level education

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

14. Curriculum review and development should:

a. Take account of gender equality and diversity

Should this recommendation be on the ballot paper?

Yes

No

b. Explicitly cover gender power dynamics, consent and gender-based violence within the revised Relationships and Sexuality curriculum

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

15. 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

Should this recommendation be on the ballot paper?

- Yes
 No

b. Monitor policies and practices through the lens of gender equality and report regularly on trends and outcomes by gender

Should this recommendation be on the ballot paper?

- Yes
 No

c. Include gender equality as part of the school inspection and whole school evaluation processes

Should this recommendation be on the ballot paper?

- Yes
 No

Do you have any comments on this recommendation?

16. 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

Should this recommendation be on the ballot paper?

- Yes
 No

Do you have any comments on this recommendation?

17. Media and advertising, including social media, organisations should:

a. Be more strongly regulated to promote gender equality and avoid gender discrimination and stereotyping

Should this recommendation be on the ballot paper?

Yes

No

b. Be obliged to regularly publish details of their monitoring of, and compliance with, gender equality and inclusion measures

Should this recommendation be on the ballot paper?

Yes

No

c. Make special efforts to improve the visibility of men performing caring roles

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

Norms & stereotypes

18. 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

Should this recommendation be on the ballot paper?

Yes

No

b. Developing initiatives to promote men into female-dominated careers (e.g. caring professions)

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

Prioritisation

To make our recommendations impactful, we must prioritise and only include the most important recommendations. To do this, we would like you to rank the options currently in the draft recommendations paper in the order of importance as you see it. The recommendations have been split across the three main topics in the current draft - 1) gender equality principles, 2) leadership and 3) norms and stereotypes.

Please rank the following five recommendations on **gender equality principles in the constitution, law and policy** in order of preference using the arrows or dragging and dropping into your preferred position



1. Amend Article 40.1 to refer explicitly to gender equality and non-discrimination, to reflect the fundamental principles of gender equality and non-discrimination in the Constitution.



2. Appoint a Minister for Gender Equality responsible for cross government co-ordination of gender equality issues.



3. Ensure data gathering on key gender equality issues, regular publication of such data and remedial action where necessary to ensure delivery of public targets.



4. Ensure gender impact assessment of all proposed legislation and legislate for equality budgeting across all policy and Government bodies including local authorities.



5. Anti-discrimination and equality legislation should be:

- a. reviewed to ensure better monitoring, reporting and enforcement;
- b. a standard part of employee training.

Please rank the following seven recommendations on **politics and public life** in order of preference using the arrows or dragging and dropping into your preferred position



6. Extend and expand current quotas in politics: (political parties lose 50% of their state funding in national elections unless at least 30% of their candidates are women and 30% are men. This is set to rise to 40% in 2023).

- a. Extend the current 30 per cent gender quota for party candidates at general elections to local elections, elections to the Seanad and European Parliament elections before the next elections.
- b. Increase penalties for non-respect of gender quotas to loss of 100% of public funding.
- c. The 30% threshold should be increased to 40% for women (and 40% for men) for all elections- national, local and European before the next general election.



7. 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 over a specific size to have at least 40% gender balance.



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

- a. A quota of 30% representation of women on their Governing bodies by 2025 (current Govt policy sets target of 30% by 2027)
- b. Published plans to advance gender equality in their organisations;
- c. Regular reporting on progress towards agreed quotas on gender representation and funding.



9. Improve family-friendly practices in the Oireachtas by:

- a. Making maternity, paternity and parental leave available to all elected representatives, including Ministers, on the same basis as the rest of the population (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)



10. Strengthen legislation and monitoring of press and social media to penalise and eliminate hateful and abusive language, including on the basis of gender and incorporate harsher penalties for abuse



11. Provide Government-funded supports such as training and mentoring for groups of women who are underrepresented in politics.



12. 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. To counter gender stereotypes and bias, all workplaces should be required to operate gender-sensitive selection and promotions processes such as gender-neutral assessments of job applications and gender-balanced shortlists for interviews.
- c. Equal access to training, assignments and mentoring opportunities for all employees including part-time and remote workers.

Please rank the following six recommendations on **norms and stereotypes** in order of preference using the arrows or dragging and dropping into your preferred position



13. 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



14. Curriculum review and development should:

- a. Take account of gender equality and diversity;
- b. Explicitly cover gender power dynamics, consent and gender-based violence within the revised Relationships and Sexuality curriculum.



15. 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 through the lens of gender equality and report regularly on trends and outcomes by gender
- c. Include gender equality as part of the school inspection and whole school evaluation processes.



16. 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



17. Media and advertising, including social media, organisations should:

- a. Be more strongly regulated to promote gender equality and avoid gender discrimination and stereotyping
- b. Be obliged to regularly 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



18. 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 promote men into female-dominated careers (e.g. caring professions).

Additional recommendations

If you feel we have missed an area of particular importance, please list below any additional recommendations you would like to see included. These will be considered for inclusion in the revised recommendations paper to be circulated before the meeting.

To make our recommendations impactful, it is important to prioritise and only include the most important recommendations. We would ask that you keep this in mind if you provide additional recommendations.

If you would like a copy of your responses to this survey, please comment in the box below.

Please list below any additional recommendations you would like included