

**BALLOT PAPER QUESTIONS TO BE AGREED OVER 17-18 APRIL**

**Bloc C: Gender equality principle in constitution, law and policy**

- 15. Amend Article 40.1 of the Constitution 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 Minister charged with cross government co-ordination 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.****

**Bloc D: Leadership in the workplace, norms & stereotypes, education**

- 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 such as gender-balanced shortlists for interview;**
  - 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;**
  - 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.**
- 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).**

**Bloc E: Gender Quotas, politics & public life**

- 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 over a specific size to have at least 40% gender balance.**
- 29. 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;**
  - b. Published plans to advance gender equality in their organisations;**
  - c. Regular reporting on progress towards agreed quotas on gender representation and funding.**

- 30. Improve family-friendly practices in the Oireachtas 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 and monitoring of press and social media by:**
- a. holding technology and social media companies accountable for identifying and removing sexually violent or abusive content;**
  - 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.**

**Bloc F: Domestic, Sexual & Gender-Based Violence**

- 32. All Government action to prevent and counter domestic, sexual and gender-based violence should be coordinated by a Minister with direct responsibility for coordinating the implementation of a national strategy.**
- 33. Eliminate public tolerance of domestic, sexual and gender-based violence by developing and implementing awareness, prevention and education campaigns on:**
- a. the impact and harm caused by domestic, sexual and gender-based violence;**
  - b. supports available to victims/survivors.**
- 34. Support justice for victims/survivors by:**
- a. Reviewing and reforming the courts system – including the family courts – to better protect and support victims/survivors of domestic, sexual and gender-based violence and their dependents and remove barriers to justice;**
  - b. Developing guidelines for the courts system regarding the treatment of victims/survivors, including the exclusion of the consideration of sexual history, character or attire;**
  - c. Introducing tougher sentences for the perpetrators of domestic, sexual and gender-based violence and sexual crimes;**

- d. Providing specialised confidential health care and other support services for victims/survivors including legal representation.**
- 35. Ensure sufficient publicly funded provision of beds, shelters and accommodation for victims/survivors of domestic, sexual and gender-based violence across the country and their dependents in line with the Istanbul Convention.**
- 36. Recognise female genital mutilation (FGM) as a ground for seeking asylum, and provide culturally sensitive specialised services for survivors.**

**Bloc G: Pay and workplace conditions**

- 37. The State should set targets for reducing the hourly gender pay gap (*currently 14%*) to 9% in 2025 and to 4% by 2030 with a view to eliminating it.**
  
- 38. The Gender Pay Gap Information Bill should be enacted and implemented without delay including extending to firms of over 50 employees within 3 years. The law should include penalties for non-compliance.**
  
- 39. Increase the minimum wage to align it with the living wage by 2025 while considering potential employment impacts on the SME sector.**
  
- 40. Support greater employment contract security through:**
  - a. Establishing a legal right to collective bargaining to improve wages, working conditions and rights in low-paid sectors;**
  
  - b. Increased resourcing of the Workplace Relations Commission for more effective enforcement of current employment laws.**
  
- 41. Introduce a statutory right to reasonable access to flexible working.**

**Bloc H: Social Protection**

- 42. Adopt a fully individualised social protection system to reflect the diversity of today's lives and to promote an equal division of paid work and care.**
  
- 43. Social protection services should:**
  - a. Set social protection payments at a level that lifts people above the poverty line, prevents deprivation and supports an adequate standard of living;**
  
  - b. prioritise dignity and respect in all contact with clients, including giving a choice in how they receive payments.**
  
- 44. Take account of gender equality issues in piloting a Universal Basic Income scheme.**
  
- 45. Address the specific needs of lone parents to incentivise and support them in accessing work or education, including provision of child and after-school care.**
  
- 46. The impact of the Marriage Bar on pension eligibility should be addressed urgently and further retrospective corrective action should be taken.**
  
- 47. Regardless of the pension model, enrolment into pension savings should be automatic and start when a person starts earning.**
  
- 48. Introduce a Universal State Pension so that every resident of Ireland receives a pension upon reaching pension age.**

**Willingness to pay**

49. Do you agree that the following statement should be included in the final set of recommendations sent to the Oireachtas?

**Our recommendations call for better public services and improved social protection in order to advance gender equality. These should be funded firstly through greater efficiency in public funding and reprioritisation between current spending and revenue raising. If necessary, we are also prepared to pay higher taxes based on the principle of ability to pay, to make a reality of our recommendations.**