

## 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 gender based violence, work and social protection for the draft ballot paper. Additionally, we are interested in getting your views on including a question on willingness to pay on the ballot paper and consulting you on a draft open letter to accompany your recommendations – these questions are on the first page below.

Regarding the draft recommendations, this survey will allow you to make your contribution to the ballot paper in three ways:

1. On each recommendation - on pages 2 and 3 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 fourth 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.

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, 30 March.** If you have any questions or queries, please contact the Secretariat on [info@citizensassembly.ie](mailto:info@citizensassembly.ie) or by telephone at 01 619 4110 or 086 7794361.

\* Member name

Name

WILLINGNESS TO PAY

The following text is not a recommendation but a potential statement by the Assembly to indicate willingness to pay for improved social conditions and payments, after efficiencies and reprioritisation of current programmes have been taken into account and based on ability to pay. The purpose is to deal in a general way with the issue of cost that has been raised throughout our meetings and to take account of the Oireachtas Resolution which asks the Assembly to have regard “to the costs versus the potential impact” of its proposals.

The intention is that we would do a Zoom poll at our April meeting on whether this should be included on the ballot paper and that you would then formally vote on whether you agree with the statement being included with our recommendations to the Oireachtas.

**1. 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.

Yes

No

Do you have any comments on this statement?

**OPEN LETTER**

2. Open letter: The Chair raised the possibility of setting out some general principles to give context to our recommendations and to cover some wider points that are not captured in our recommendations. She now proposes instead that we agree on an Open Letter to the Oireachtas. Further information is available in the video of the recent evening meeting and a draft of the open letter is attached to the cover email with this survey. You are invited to comment on the draft which will be revised in the light of your comments. However, we do not plan to discuss the text of the letter or vote on it, given the number of recommendations that need to be discussed and voted on at our final meeting.

**A. Do you agree that an open letter from the members of the Assembly should accompany our recommendations to the Oireachtas?**

Yes

No

**B. Do you have any suggestions for additional points, points to be deleted or other changes of wording?**

**C. If you agree with the idea of a letter would you be happy to endorse a final draft by email without a discussion at the final meeting of the Assembly? (this is simply due to time pressure and the number of recommendations we still need to vote on).**

Yes

No

Do you have any comments on this approach?

## Draft Recommendations

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 BASED VIOLENCE

**1. All Government action to prevent and counter gender-based violence should be coordinated by a single Minister with responsibility for coordinating a national strategy.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**2. Eliminate public tolerance of gender based violence by developing and implementing awareness and education campaigns on:**

**a. The impact and harm caused by sexual and gender-based violence**

Should this recommendation be on the ballot paper?

- Yes  
 No

**b. Supports available to victims**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**3. Support justice for victims by:**

**a. Introducing tougher sentences for the perpetrators of gender-based violence and sexual crimes**

Should this recommendation be on the ballot paper?

Yes

No

**b. Developing guidelines for the courts system regarding the treatment of victims, including the exclusion of the consideration of sexual history or attire**

Should this recommendation be on the ballot paper?

Yes

No

**c. Reviewing and reforming the courts system to better protect and support victims of gender-based violence and remove barriers to justice**

Should this recommendation be on the ballot paper?

Yes

No

**d. Providing specialised health care and other support services for survivors**

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

**4. Ensure sufficient publicly funded provision of beds, shelters and accommodation for victims of domestic and gender based violence across the country in line with the Istanbul Convention.**

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

**5. Recognise female genital mutilation (FGM) as a ground for seeking asylum, and provide culturally sensitive specialised services for survivors.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**Work**

Pay

**6. 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.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**7. 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.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**8. Increase the minimum wage to align it with the living wage by 2025 while taking account of any employment impacts on the SME sector.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**9. Establish a legal right to collective bargaining to improve wages, working conditions and rights in low-paid sectors.**

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.

Working Conditions

**10. Support greater employment contract security through effective enforcement of current employment laws by increased resourcing of the Workplace Relations Commission.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**11. Introduce a statutory right to reasonable access to flexible working hours.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**12. Anti-discrimination measures (including equal pay for equal work and non-discrimination in interview practices) should be enforced in the workplace through actively informing employers and employees of equality and anti-discrimination legislation, and their rights and obligations within these, including how to access support;**

Should this recommendation be on the ballot paper?

- Yes  
 No



Do you have any comments on this recommendation?

## SOCIAL PROTECTION

Social Protection and Taxation

**13. Modernise the tax and social protection systems to reflect the diversity of today's lives and to promote an equal division of paid work and care, by adopting:**

**a. A fully individualised social protection system**

Should this recommendation be on the ballot paper?

Yes

No

**b. A fully individualised taxation system**

Should this recommendation be on the ballot paper?

Yes

No

None of the above

Do you have any comments on this recommendation?

**14. Social protection services should:**

**a. Prioritise dignity and respect, including giving recipients a choice in how they receive payments.**

Should this recommendation be on the ballot paper?

Yes

No

**b. Set social protection payments at a level that lifts people above the poverty line and supports a minimum standard of living.**

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

**15. Take account of gender equality issues in piloting a Universal Basic Income scheme.**

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

**16. Address the specific needs of lone parents to incentivise and support them to return to work or education, including provision of child and after-school care.**

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

**17. Eligibility for jobseekers' payments to be widened to include those working part-time by choice.**

Should this recommendation be on the ballot paper?

Yes

No

Do you have any comments on this recommendation?

Pension Provision

**18. The impact of the Marriage Bar on pension eligibility should be addressed urgently and further retrospective corrective action should be taken.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**19. Regardless of the pension model, enrolment into pension savings should be automatic and start when a person starts earning.**

Should this recommendation be on the ballot paper?

- Yes  
 No

Do you have any comments on this recommendation?

**20. Introduce a Universal Pension so that every resident of Ireland receives a state pension upon reaching pension age.**

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 based violence, 2) work and 3) social protection.**

Please rank the following five recommendations on **gender based violence** in order of preference using the arrows or dragging and dropping into your preferred position



1. All Government action to prevent and counter gender-based violence should be coordinated by a single Minister with responsibility for coordinating a national strategy.



2. Eliminate public tolerance of gender based violence by developing and implementing awareness and education campaigns on:

a. the impact and harm caused by sexual and gender-based violence

b. supports available to victims



3. Support justice for victims by:

a. Introducing tougher sentences for the perpetrators of gender-based violence and sexual crimes

b. Developing guidelines for the courts system regarding the treatment of victims, including the exclusion of the consideration of sexual history or attire

c. Reviewing and reforming the courts system to better protect and support victims of gender-based violence and remove barriers to justice.

d. Providing specialised health care and other support services for survivors



4. Ensure sufficient publicly funded provision of beds, shelters and accommodation for victims of domestic and gender based violence across the country in line with the Istanbul Convention.



5. Recognise female genital mutilation (FGM) as a ground for seeking asylum, and provide culturally sensitive specialised services for survivors.

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



6. 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.



7. 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.



8. Increase the minimum wage to align it with the living wage by 2025 while taking account of any employment impacts on the SME sector.



9. Establish a legal right to collective bargaining to improve wages, working conditions and rights in low-paid sectors.



10. Support greater employment contract security through effective enforcement of current employment laws by increased resourcing of the Workplace Relations Commission.



11. Introduce a statutory right to reasonable access to flexible working hours.



12. Anti-discrimination measures (including equal pay for equal work and non-discrimination in interview practices) should be enforced in the workplace through actively informing employers and employees of equality and anti-discrimination legislation, and their rights and obligations within these, including how to access support;

Please rank the following eight recommendations on **social protection** in order of preference using the arrows or dragging and dropping into your preferred position



13. Modernise the tax and social protection systems to reflect the diversity of today's lives and to promote an equal division of paid work and care, by adopting

a) A fully individualised social protection system;

b) A fully individualised taxation system.



14. Social protection services should

a) prioritise dignity and respect, including giving recipients a choice in how they receive payments.

b) Set social protection payments at a level that lifts people above the poverty line and supports a minimum standard of living.



15. Take account of gender equality issues in piloting a Universal Basic Income scheme.



16. Address the specific needs of lone parents to incentivise and support them to return to work or education, including provision of child and after-school care



17. Eligibility for jobseekers' payments to be widened to include those working part-time by choice.



18. The impact of the Marriage Bar on pension eligibility should be addressed urgently and further retrospective corrective action should be taken.

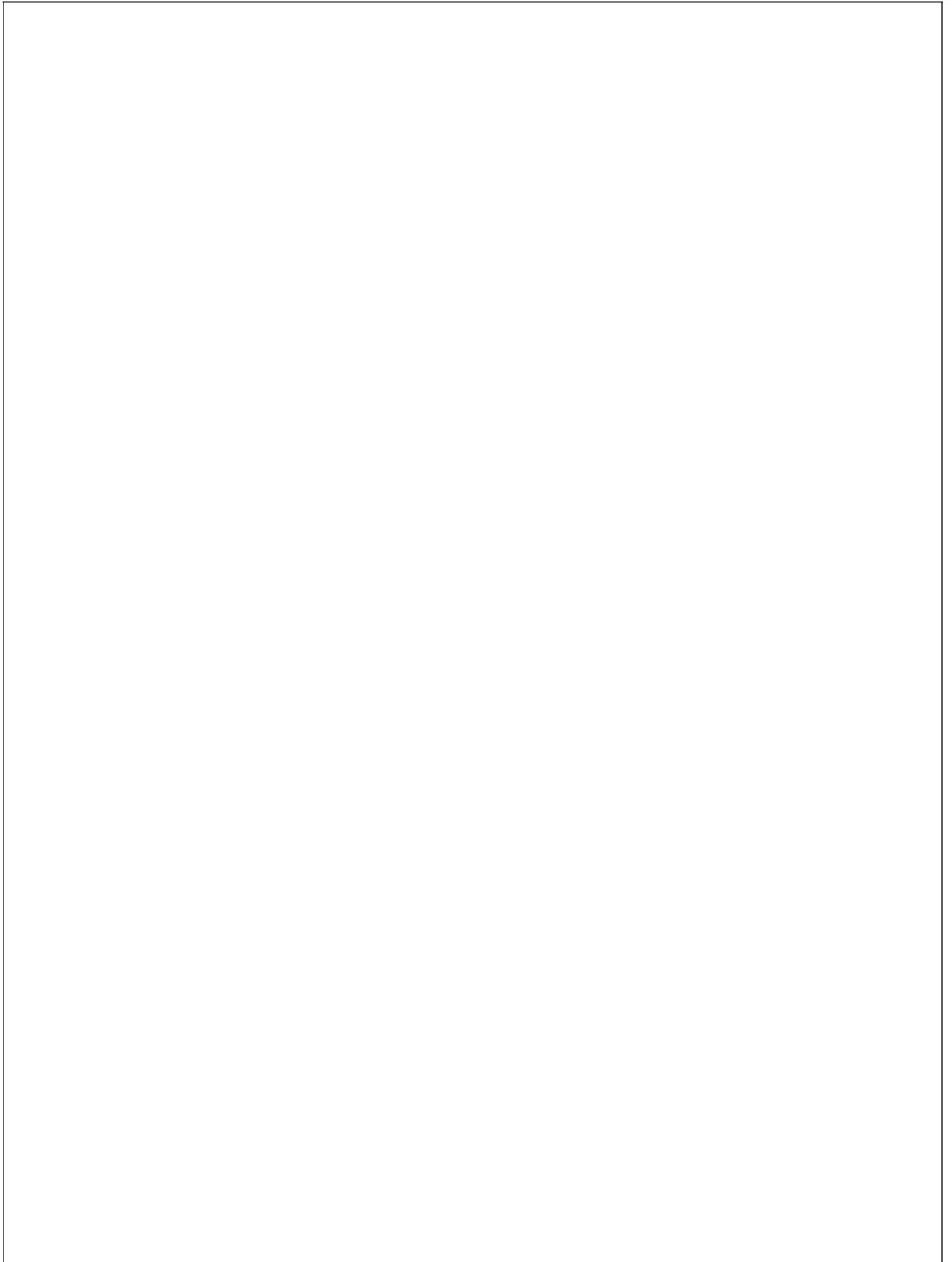


19. Regardless of the pension model, enrolment into pension savings should be automatic and start when a person starts earning.



20. Introduce a Universal Pension so that every resident of Ireland receives a state pension upon reaching pension age.





### 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