

Citizens' Assembly on Gender Equality

Final Ballot on Bloc F, G & H

Domestic, Sexual & Gender-Based Violence – Bloc F

- 32.** All Government action to prevent and counter domestic, sexual and gender-based violence should be coordinated by a Cabinet Minister with direct responsibility for implementation of a national strategy.
- 33.** Eliminate tolerance in our society of domestic, sexual and gender-based violence by developing and implementing awareness, prevention and education campaigns which may include children of an appropriate age 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 and specialist training for judges and lawyers regarding the treatment of victims/survivors, including the exclusion of the consideration of sexual history, character, attire and counselling/medical records.
 - (c) Introducing tougher sentences and rehabilitation programmes 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.
 - (e) Putting in place a Victims/Survivors Commissioner as an independent advocate and voice for victims/survivors.

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 victims/survivors.

Pay and workplace conditions – Bloc G

37. The State should set targets in legislation to reduce the hourly gender pay gap (*currently 14%*) to 9% by 2025 and to 4% by 2030 with a view to eliminating it by 2035.

38. The Gender Pay Gap Information Bill should be enacted and implemented without delay. The law should include penalties for non-compliance and an obligation for annual reporting.

39. Increase the minimum wage to align it with the living wage by 2025 while considering potential employment impacts on small businesses.

40. Support employment contract security through:

(a) Establishing a legal right to collective bargaining to improve wages, working conditions and rights in all 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.

Social Protection – Bloc H

- 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 and/or supports at a level that lifts people above the poverty line, prevents deprivation and supports an adequate standard of living.
 - (b) Regularly train staff to 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.** Immediately address the impact of the Marriage Bar by automatically qualifying women affected by the marriage bar for a state pension.
- 47.** Regardless of the pension model, enrolment into pension savings should be automatic and start when a person starts earning, subject to a threshold on low incomes and an opt-out clause.
- 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 and accountability for public funding and reprioritisation between current spending and revenue raising. If necessary, we are also prepared to support and pay higher taxes based on the principle of ability to pay, to make a reality of our recommendations.