



## Citizens' Assembly on Gender Equality

### Ballot Questions on Gender equality principles, Leadership and Education & Norms

Dr Catherine Day,  
Chair to the Assembly

## Gender Equality Principles

### Revised text

Amend Article 40.1 of the Constitution to refer explicitly to gender equality and non-discrimination.

### Previous text

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.~~

## Revised text

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.

## Previous text

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

## Revised text

Ensure data gathering on key gender equality issues (including care), regular publication of such data and remedial action where necessary.

## Previous text

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

## Revised text

Reflecting international best practice, require gender impact assessment of all proposed legislation and legislate for equality budgeting across Government bodies including local authorities.

## Previous text

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

## Revised text

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.

## Previous text

Anti-discrimination and equality legislation should be:

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

## Leadership in the Workplace

### Revised text

- Work places should be required to develop, resource, implement and monitor gender-neutral recruitment and promotion policies and practices including:
- Specific policies to promote gender equality in leadership positions
  - ~~To counter gender stereotypes and bias~~ A requirement all workplaces should be required to operate gender-sensitive and anti-discriminatory selection and promotions processes such as gender-neutral assessments of job applications and gender-balanced shortlists for interviews.
  - Equal access to training, assignments and mentoring opportunities for all employees including part-time and remote workers.

## Education & Norms

### Revised text

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.

### Previous text

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.



## Revised text

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

## Gender quotas, politics and public life

### Revised text

By the end of 2022 ~~extend and expand current candidate quotas in politics:~~

- 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~~ and review every 5 years.
- b. Increase penalties for parties that do not meet the statutory gender quotas ~~to loss of 100% of public funding.~~
- c. Increase the 30% threshold to 40% for women (and 40% for men) for party candidates in all elections ~~– national, local and European before the next general election.~~

## Revised text

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)

## Revised text

- 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. ~~to penalise and eliminate~~ penalising and eliminating hateful and abusive language, including on the basis of gender, with regular reviews to ensure legislation keeps pace with technological advances. ~~and incorporate harsher penalties for abuse~~

## Deleted

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

**An Tionól  
Saoránach**



**The Citizens'  
Assembly**