

Positive Action in Ireland

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Agenda

1. Definitions and Legal Framework
2. Good Practice for the Implementation of Positive Action Measures to Duty Bearers
3. Lessons learned from this experience



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Definitions and Legal Framework



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Definition and Legal Framework

- What is meant by Positive Action in Ireland?
- Equality under Bunreacht na hÉireann
- Irish Legislation
 - Employment Equality Act 1998 (as amended)
 - Equal Status Act 2000 (as amended)
 - Disability Act 2005
- Positive Action v Reasonable Accommodation



Good Practice for the Implementation of Positive Action Measures to Duty Bearers



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Good Practice for the Implementation of Positive Action Measures to Duty Bearers I

- Example of Positive Action in Ireland - Gender Quotas
 - Politics
 - Academia
 - Company Boards
- The Role of the Irish Human Rights and Equality Commission
 - Our Functions
 - Public Sector Equality and Human Rights Duty



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Good Practice for the Implementation of Positive Action Measures to Duty Bearers II

- Examples of guidance IHREC has published in respect of:
 - Positive action in relation to disability
<https://www.ihrec.ie/guides-and-tools/human-rights-and-equality-for-employers/positive-action-in-relation-to-disability/>
 - Positive action for Traveller employment
<https://www.ihrec.ie/documents/positive-action-for-traveller-employment-2/>
- Gender Stereotyping and Negative Portrayals of Women in Media
 - European Commission's Advisory Committee on Equal Opportunities for Women and Men
 - IHREC Submission to the Citizen's Assembly on Gender Equality



Lessons learned from this experience



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Lessons learned from this experience

- Why have gender quotas worked in Ireland?
- Need to Incentivise Employers
 - Permission, not a Duty
 - Good for business and employees
 - Review makeup of workforce and identify chill factors leading to underrepresentation
- Need for success stories and visibility
- Engagement with stakeholders to generate ideas and feedback



Questions?



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