



# **TAKING ACTION: HOW TO CHANGE THE RULES**

**THE MULTIDIMENSIONAL INEQUALITY FRAMEWORK:  
THE OXFAM TOOLKIT**



**OXFAM**

Given the policies to successfully tackle inequalities will vary greatly by locality and context, we are not going to offer a set of policy solutions that are ‘right’ and can be simply imported into your context. There are many good policies that can contribute to reducing inequality, but the best solutions for each country will be very different.

## TAKING ACTION: HOW TO CHANGE THE RULES

### What do we mean by “changing the rules”?

There are many different policy solutions for governments interested in promoting inequality reduction. A review of inequality reduction policies implemented in countries recently highlighted a variety of policy measures including:<sup>1</sup> infrastructure investment in China; the increase in public investment in education in Latin America; the abolition of fees in public primary education and provision of school feeding programmes in sub-Saharan Africa; minimum wage policies in Latin America; the conditional cash transfer programme in Brazil; China’s programme guaranteeing a minimum income for poor households as well as its rural pensions scheme; and various examples of anti-discrimination legislation including affirmative action programmes for access to education, employment and political positions in countries such as Malaysia, India and the USA.

Given the policies to successfully tackle inequalities will vary greatly by locality and context, we are not going to offer a set of policy solutions that are ‘right’ and can be simply imported into your context. There are many good policies that can contribute to reducing inequality, but the best solutions for each country will be very different. The toolkit provides an overview of different ‘**candidate policies**’ that might potentially be relevant to reducing inequality in your context. Only your assessment can judge whether these policies would be appropriate and effective in reducing the inequalities present in your society.

Eventually Oxfam aims to build up an online repository of **evidence-based analysis** of what some of these policies have looked like in different contexts. This would provide further contextual analysis to help you make your own assessments. The evidence gathered related to good policies for tackling inequalities will grow over time as evidence is continually gathered and effective policies for reducing inequalities are documented and information shared. This is an extremely important contribution; while there is a lot of research identifying and quantifying inequalities, there has been a lot less work done identifying what works in terms of successful and long-lasting equality promotion in all of these areas.

### Candidate policies by domain

You are now likely to have identified the domains and types of inequalities that are most concerning in your country. You will also have analysed the drivers of inequalities in these areas. This analysis can therefore guide you as to where to focus your attention: start with your priority domains of interest and the drivers about which you are concerned, and then identify the types of policies presented here that could potentially help in tackling inequalities.

As explained already, the information provided here on policies is not directive. We simply provide information on ‘**candidate policies**’ that could help tackle inequalities in certain contexts. What types of policies are feasible, given the political and economic conditions and state capacity in your

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<sup>1</sup> UNESCO, IDS and ISSC, World Social Science Report, 2016, *Challenging Inequalities: Pathways to a Just World*

country, is a complex question. However, we hope this section will provide you with some inspiration in relation to your policy change agenda and provide ideas on the types of solutions you may want to advocate in your country.

These candidate policies are organised by drivers within each domain, and you can see them in **Annex 1, page 6**.

## Advocacy for policy change

Depending on your political environment, you may be considering pushing for multiple policy changes to address the most concerning inequalities you have identified. Your influencing strategy is likely, therefore, to include a specific focus on **advocacy for public policy change**. The ability to advocate for public policy change will vary greatly from one context to another. Every political environment is different and decisions are made very differently depending on the nature of the state. There will be different political opportunities and constraints, and differing levels of risk. It is important to assess the opportunities and constraints in your context, as well as being aware of your own organisational strengths and weaknesses and the resources and allies you can rely on. As such **advocacy planning** is essential.

Your first step for advocacy planning is to **analyse the problem** (preferably with key allies who would be involved in advocating for solutions). It may be useful to break your problem analysis down into three key factors: **content, structure and culture**<sup>2</sup>:

*Content* refers to the policy, programme and budgetary aspects (e.g. the content of the law in relation to domestic violence).

*Structure* refers to how policies and programmes are enforced and/or implemented in practice by the relevant ministries and agencies involved (e.g. the practices of hospitals, police or judges faced with women who experience domestic violence).

*Culture* refers to the social norms and behaviour underlying the problem, as well as aspects such as citizens' awareness of rights (e.g. women blaming themselves for abuse and men believing they have the right to beat their wives).

A disaggregation such as this will help you explore the problem fully. On whatever issue you are focusing it is important to **integrate gender into your analysis** – why men and women experience impacts differently and what is the nature of the power relations at play. Similarly, the same approach can help you ensure you reflect other aspects of discrimination properly. In doing your problem analysis you can also clarify any aspects that need further research.

Your next step will be to explore all the **possible options and solutions** to the problems identified. You can then go on to assess these according to which would be the most *appropriate* (suited to your vision, mission, organisational strengths); *adequate* (sufficient to address the problem); *effective* (likely to achieve your objective); and *efficient* (in terms of human and financial resource use). This will help you analyse and compare the various options you have and to establish some **specific policy priorities** for your context.

Once decided upon the solutions you would like to advocate for, you can define your (long-term and short-term) **advocacy goals and objectives**. You may want to develop objectives to address content, structure and culture issues to respond to the multiple aspects of the problem identified.

### BOX 1: Example of advocacy goals and objectives

*Long-term goal:* To expand and promote women's legal rights and equality

*Short-term goal:* To make domestic violence recognized and treated as a crime and a

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<sup>2</sup> This approach is taken from: Veneklasen and Miller, 2002, *A New Weave of Power, People and Politics, the action guide for advocacy and citizen participation*

violation of basic rights by society and the legal system

*Content objective:* To reform the criminal and family codes to make domestic violence explicitly a crime with procedures to protect victims and appropriate punishment

*Structure objectives:* To provide training to police and judges about the nature of domestic violence and the particular needs of perpetrators and survivors; and to establish 'women's desks' in selected police stations on a pilot basis with the involvement of four key women's NGOs working on violence.

*Culture objectives:* To educate the general public through the mass media that domestic violence is a public problem and a crime; and to establish pilot men's groups to encourage new thinking about violence.

[Based on Veneklasen and Miller, 2002, A New Weave of Power, People and Politics, the action guide for advocacy and citizen participation]

You will also need to conduct a **power mapping** to establish who are the relevant stakeholders and their relative power in relation to the specific policy changes you want to achieve. The players include your key targets, opponents, allies and the constituents of your advocacy. Who is the primary decision-maker with the power to solve the problem? Who will support and resist you? What is the power of the different players relative to one another? What are their interests with respect to the policy you want to change? Your map of the political landscape will determine how you develop your **action strategies and activities**.

There are many **potential action strategies and activities** that are commonly used in advocacy. These range from public policy research, the development of policy proposals to public education and outreach, the use of social media, face-to-face lobbying and engaging with the media.

## **BOX 2: Potential action strategies for advocacy**

- **Research for advocacy** purposes is a common element of many advocacy strategies. This may be to document aspects of the problem further, to provide evidence of its scale and impact, as well as assessing the effectiveness of existing public policy design. It may also be focused on researching the most effective and appropriate policy solutions.
- Modelling innovations might also be a useful part of your strategy. You might want to showcase a **successful model intervention** to demonstrate the nature, cost and impact of a policy or programme the government could potentially adopt.
- You might also want to get involved in the **development of policy proposals**. This would fully flesh out the relevant policy solution you are promoting. It can be designed jointly with allies and proposed as the favoured solution of a broad-based coalition.
- Where opportunities for directly influencing public policy are more limited you may need to organise a **demonstration** to gain the attention of the government.
- **Litigation** can also be part of an advocacy strategy, where you use a court case to fight for legal reform or better enforcement of existing laws.
- **Public education and outreach** is likely to be a central part of many advocacy initiatives, to educate the public about the problem, build support for the policy solution and to mobilise specific constituencies to join in and advocate in favour of the policy reform. This can be done using numerous formats, such as engaging the media, or using creative messaging strategies (such as with social media, video or music) or by organising public dialogues to discuss issues.

- Developing a **media strategy** is highly likely to be part and parcel of any advocacy strategy for policy change. This is essential to ensure you can communicate well with the public, whether by placing articles in traditional media or using alternative media outlets.
- You may also want to consider using **digital tools and social media**. You can carry out direct activism using digital technologies, such as through online petitions and twitter-actions directed at decision-makers. Oxfam has growing experience in this area (e.g. the Polétika initiative where politicians are asked to make political manifesto commitments on social and economic issues via social media in the run up to general elections).
- Advocacy is also likely to involve **lobbying** (meeting decision-makers face-to-face and **negotiation** with those in power) to advance policy proposals.
- The long-term nature of most advocacy efforts implies **alliance and coalition building** with different groups. This should be conceived from the earliest stages of advocacy planning given the benefits of joint problem analysis and planning for later action.
- **Empowerment strategies** are also critical to strengthen people's confidence and ability to participate in political processes as active citizens.

[Developed from Veneklasen and Miller, 2002, A New Weave of Power, People and Politics, the action guide for advocacy and citizen participation]

Oxfam is particularly interested in **citizen-centred advocacy**. At the heart of this concept is the exercise of citizenship, rights and empowerment of the individual and community. Treating advocacy as an opportunity for citizen education, and to build new forms of citizen organisation and leadership, may also be a central part of your vision. This will enable you to **go beyond the specific policy demands** you are making to ultimately contribute to other fundamental aspects such as greater inclusion, a stronger civil society and more accountable and democratic governance. See the section on **citizen mobilisation for change** for more discussion of this aspect.

While advocacy for transformative policy change will always be a long-term endeavour, **smaller-scale, quick policy wins** are extremely helpful. They can inspire your team, partners and allies and citizens. They can demonstrate results and show new ways of doing things are possible. If you achieve several – even small policy changes – this can add up to a larger shift in terms of policy reality and acceptance of a new kind of solutions.

To **identify quick policy wins to build momentum** it is useful to reflect on the following:<sup>3</sup>

- **Authority:** do the right people (in authority) want things to change?
- **Acceptance:** will those affected accept any of the solutions and reforms Oxfam and allies might propose?
- **Ability:** are the time, money and skills in place to enable these solutions?

If these three elements line up, it may suggest that quick policy wins are achievable. This could be an area to focus on in the early part of your overall influencing strategy for inequality reduction.

Finally, it is useful to think about whether there are **synergies and trade offs between the various policies** you might be proposing to reduce dimensions of inequalities. This is not a well-explored area. You will need to explore this in your context and according to the specific policies you are proposing. It is an additional area to take into account in your advocacy strategy. to change the narrative is important as it is about shifting consciousness and values over the long term. It is not just about finding the right messaging but is fundamentally about the **'battle of big ideas'**.

<sup>3</sup> This small tool is part of the Problem Driven Iterative Adaptation (PDIA) technique that is presented in: Matt Andrews, Lant Pritchett and Michael Woolcock, 2017, *Building State Capability: Evidence, Analysis and Action*, Oxford University Press

## Annex I - Candidate policies by domain

### Domain 1 – Life and health

Potential Drivers	Candidate policies
<p><b>1.1 Unequal access to, quality and timely healthcare</b></p>	<p>Policies that deliver universal, free high-quality healthcare for all (funding healthcare via tax, removing all user fees and adequate investment in infrastructure and affordable provision and care; would include preventative, primary, emergency and trauma, curative and palliative healthcare).</p> <p>Progressive health spending policies (increasing investments in health; appropriate budgets per level/programme/capita/territory; appropriate financing formulas and budget allocations that are focused on reducing health disparities).</p> <p>Policies related to the provision of primary, specialist and continuing healthcare services, especially for people with complex or additional physical or mental health care needs; provisions to ensure accessibility of community and hospital health services for people with learning disabilities, to ensure health promotion and prevention activities equally target people with disabilities and to ensure overall accessibility and affordability of adequate services for people with disabilities.</p> <p>Policies that address mental health problems with adequate systems, services and resources including: the implementation of mental health information systems, quality improvement strategies, strategies to integrate mental health into general healthcare, deinstitutionalise mental health care and develop community mental health services, as well as improving access to psychotropic drugs and psychological therapies (cognitive behavioural therapies), ensuring mental health monitoring and evaluation, providing targeted support in relevant institutions (e.g. prisons, detention centres) and promoting efforts to combat stigma against those who suffer from mental illness.</p> <p>Policies that ensure the provision of substance abuse services, coordinated with mental health services and integrated into the healthcare system and widely available throughout the country; prevention programmes at the school, family and community level to prevent substance abuse; provisions to tackle prescription drug abuse including education about the dangers of prescription drugs and prescription drugs monitoring across healthcare systems.</p> <p>Policies that ensure that contracts with private sector operators within healthcare systems are made public (at a minimum, key aspects such as roles and responsibilities, key performance targets and some basic financial aspects).</p> <p>Public procurement rules which: disqualify companies for eligibility to bid for healthcare contracts if they use tax havens within their corporate structures; disqualify companies for eligibility if there is any evidence of blacklisting unionised workers; give preference to companies paying a living wage; publicly disclose all tax contributions of companies delivering public contracts; include pay caps for all senior employees; policies which regulate any private sector involvement in healthcare appropriately.</p>

	<p>Policies that remove or discourage the provision of private health insurance as a recognised employment benefit in countries with universal, free access to healthcare and policies that require that the provision of private health insurance is fully (and possibly disproportionately) taxed as a monetary benefit within employment contracts.</p> <p>Tax policies that apply differentiated rates to private healthcare providers (e.g. higher corporate tax rates, lower deductibles) with the stated aim to recover the cost to the public system of educating healthcare workers who then work within the private sector (with funds being ring-fenced for public health).</p>
<p><b>1.2. Unequal access to quality maternal and child healthcare</b></p>	<p>Policies related to the provision of high quality maternal and child healthcare including: antenatal, delivery and post-natal services, services to protect women's sexual and reproductive health, and services to protect children's health such as immunisation, growth monitoring, disease prevention and treatment efforts.</p> <p>Policies to ensure children with disabilities receive early assessments to identify developmental delays and put in place appropriate healthcare plans.</p> <p>Policies to combat malnutrition including nutrition-specific interventions that avert maternal and child under-nutrition combined with direct cash transfer programmes.</p>
<p><b>1.3 Unequal access to clean water, adequate sanitation and good nutrition</b></p>	<p>Policies related to public health and prevention measures; public education on nutrition with the goal of promoting healthier diets; investment in healthy living programmes including opportunities for children and adults to exercise; and other policies to combat the obesity epidemic. <i>(Note: this would be complemented by other policies related to regulation of food industry – processing and manufacturing standards – which are mentioned below).</i></p> <p>Policies related to increasing service coverage of water supply and sanitation systems, promoting better hygiene practices, improving water quality and guaranteeing affordability of water and sanitation services for the poor, especially in rural areas.</p> <p>Regulatory policies related to health and safety in the workplace, including a robust regulatory and inspection regime.</p>
<p><b>1.4 Unequal exposure to accidents, disasters and environmental risks</b></p>	<p>Policies related to disaster risk reduction, including specific investments (e.g. flood defences, disaster-resistant dwellings) in disaster-prone zones and other policies to ex-ante reduce risk such as policies governing planning consent on high risk land, and building regulations regarding architectural features, structural engineering and relevant defences.</p>

	<p>Policies related to climate change adaptation including support for climate-resilient agriculture, investment in emergency planning and in early warning and weather data systems.</p> <p>Policies to reduce risk of death and serious injury in road traffic accidents (e.g. speed limits and traffic calming zones, construction of pavements and safe crossing zones, speed cameras to monitor speed and system of fines and penalties, automatic speed fixing controls fitted on certain vehicles, obligatory use of seatbelts and standards for vehicle maintenance).</p>
<p><b>1.5 Harmful social and cultural norms which mean certain groups are at greater risk of premature death or poor health</b></p>	<p>Policies to protect women at risk of violence and domestic homicide such as the provision of safe accommodation, as well as policies to ensure that violence against women is reported / recorded, prosecuted within criminal justice system and that women are afforded dignity and respect during their treatment by police and the criminal justice system.</p> <p>National action plans to combat racial and religious discrimination, including equipping specialized bodies to analyse legislation, monitor compliance and undertake activities to promote racial equality.</p> <p>Policies that seek to break the cycle of gang membership and violence in deprived neighbourhoods, including supporting the work of NGOs and local community groups</p>
<p><b>1.6 Legal impunity, state violence and institutional discrimination</b></p>	<p>Policies related to standards of policing including training in relation to human rights obligation, as well as systems to safeguard against cruel and unusual treatment and punishment, police brutality, and rules related to the composition of the police force (i.e. having women and minorities across all levels).</p> <p>Policies related to the treatment and safety of prisoners in detention (i.e. regulating violence in prisons, ensuring access to adequate physical and mental healthcare and prevention of self-harm and suicide).</p>
<p><b>1.7 Unequal distribution of security and protection infrastructure and resources</b></p>	<p>Policies related to adequate policing in terms of coverage of police, presence of officers in (particularly exposed) neighbourhoods and improving the ability of police to control violence and protect lives; includes strategies such as partnerships among law enforcement, schools, communities, youth organisations to respond to chronic gang problems and improve effectiveness of law enforcement in affected neighbourhoods.</p> <p>Policies related to gun control that seek to regulate, restrict and decrease gun ownership and sales (exclusions for certain people, detailed background checks and registration requirements, mandatory waiting periods, mandatory safety training courses, buy-back programmes), as well as provisions to ban certain types of firearms (e.g. concealed, semiautomatic or military style weapons) and to strictly regulate sellers and dealers involved in distribution, promotion and sales.</p> <p>Policies related to the appropriate control of offensive weapons, for example restricting the sale, carrying and use of knives or other articles made for (or adapted for) causing injury, as well as provisions to ban certain types of offensive weapons (flick knives, daggers, swords etc.).</p>

<p><b>1.8 Lack of regulation of companies whose activities compromise public health</b></p>	<p>Policies that regulate corporate practice in relation to health. These could include price controls and more ‘public interest’ patent policies to ensure affordability of drugs and medical equipment. These could also include policies that prohibit, limit or otherwise control corporate advertising of products harmful to health (tobacco, alcohol, processed foods and beverages implicated in the obesity crisis). In addition, policies that determine and enforce public health standards in relation to product development, content and manufacturing (e.g. food and beverage ingredients) would be envisaged here.</p>
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**Domain 2 – Physical and legal security**

<p>Potential Drivers</p>	<p>Candidate policies</p>
<p><b>2.1 Harmful social and cultural norms which mean certain groups are at more risk of violence</b></p>	<p>Policies that foster positive change in harmful behaviour, offer rehabilitation and education to offenders and ensures support for victims and groups at risk of suffering violence.</p> <p>Policies to protect women at risk of domestic violence such as the provision of safe accommodation as well as policies to ensure that violence against women is reported / recorded by police, prosecuted within criminal justice system and that women are afforded dignity and respect during their treatment by police and the criminal justice system.</p> <p>Policies that address structural problems that lead to limited opportunities to some groups and consequent membership of gangs and engagement in gang culture and violence.</p> <p>Policies aimed at preventing violence against children (and the sexual abuse of children) including: an adequately resourced child protection system, with well-trained social workers and health workers able to conduct home visitation services; a child protection monitoring system to track incidents of violence and abuse and to enable monitoring and support services for children at risk of abuse; systems and training on child protection embedded into other public institutions (e.g. residential care, schools); mandatory disclosure policies; public information campaigns to educate parents on child development and non-violent discipline.</p> <p>Policies to address the use of new technologies in facilitating the sexual exploitation of children and online harassment and bullying, including: public education about ‘cybergrooming’ techniques used; the integration of internet literacy and safety into school curricula; adequate resources for law enforcement agencies to investigate cybercrime; appropriate legislation that allows for prosecution of sexual exploitation committed online; and efforts to prosecute offenders and clients who pay to access exploitative online content.</p>
<p><b>2.2 Harmful social and cultural norms which mean certain groups have less legal security</b></p>	<p>Policies that ensure the recording, investigating and prosecution of racist or xenophobic incidents and laws to protect from and criminalise hate crime and to ensure that hate crime is reported / recorded and prosecuted within police and criminal justice system.</p>

	<p>Comprehensive anti-discrimination laws providing for equal treatment for all and prohibiting discrimination on the basis of sex, age, race, ethnicity, religious views, disability, sexual orientation in relation to: education, employment (during recruitment and in the workplace), consumer transactions and political participation; mechanisms for complaints and bodies equipped to investigate, conciliate and prosecute breaches should also be provided for.</p> <p>National action plans to combat racial and religious discrimination, including equipping specialized bodies to analyse legislation, monitor compliance and undertake activities to promote racial equality; educational programmes and public campaigns to promote greater awareness of the prohibition of discrimination, and to promote tolerance and respect for diversity.</p> <p>Policies related to gender identity including: making processes of legal gender recognition accessible and respectful; and ensuring protection from discrimination for transgender persons (including in relation to accessing public services and employment opportunities, and within the prison system, military etc.);</p> <p>Policies that promote progressive access to legal rights for certain individuals and groups where inequalities exists (e.g., ensuring women have the legal right to hold capital, land and to inherit in their own name).</p>
<p><b>2.3 Lack of independent, representative judiciary and police, and a legal framework which ensures adequate accountability and public scrutiny of police and judiciary decisions</b></p>	<p>Policies that guarantee access to justice by ensuring the independence and impartiality of judicial officials, and the proper investigation, punishment, and reparation of human rights violations.</p>
<p><b>2.4 Legal impunity, state violence and institutional discrimination</b></p>	<p>Policies that ensure full recognition of International Human Rights treaties and standards in domestic law and provide for their proper implementation, including in connection with migrants, asylum seekers and refugees (for example, the Convention on the Protection of the Rights of All Migrant Workers and Members on their Families).</p> <p>Policies to prevent arbitrary arrest and ‘disappearance’, unlawful detention, detention without trial, unfair punishments and policies to prevent disproportionality within the legal system.</p> <p>Policies that prevent arbitrary questioning, arrests and searches, for example based solely on the physical appearance of a person, or profiling which exposes him/her to a greater suspicion.</p> <p>Policies related to due process and the conditions, treatment and safety of prisoners in detention (i.e. regulating violence in prisons, ensuring access to adequate physical and mental healthcare and prevention of self-harm and suicide) and policies to promote adequate conditions, treatment and due process in other places of detention (mental health detention, immigration detention and children’s secure units).</p> <p>Policies that ensure prison regulator is equipped and resourced to monitor and report on conditions in prison.</p>

	<p>Policies which prohibit 'fast track' legal/administrative services for the rich – eg, with regard to buying citizenship (including on the basis of investment), negotiating fines and penalties in legal cases related to tax dodging or business misconduct, use of special airport channels etc.</p> <p>Policies related to standards of policing including training in relation to human rights obligation, as well as systems to safeguard against cruel and unusual treatment and punishment, police brutality.</p>
<p><b>2.5 Unequal distribution of security and protection infrastructure and resources</b></p>	<p>Policies related to adequate policing in terms of coverage of police, presence of officers in (particularly exposed) neighbourhoods, the ability of police to control violence and respond to and investigate crimes in a timely and effective manner; includes strategies such as partnerships among law enforcement, schools, communities, youth organisations to respond to chronic gang problems and improve effectiveness of law enforcement in affected neighbourhoods.</p> <p>Policies to promote public safety and freedom of movement, such as safety on public transport and including provisions to tackle sexual harassment and sexual assault on public transportation (reporting mechanisms, criminalisation and prosecution); investments in making public transport safer such as well-lit pavements and stations, and request stop programmes late at night and early in the morning.</p> <p>Policies to reduce risk of serious injury in road traffic accidents (e.g. speed limits and traffic calming zones, construction of pavements and safe crossing zones, speed cameras to monitor speed and system of fines and penalties, automatic speed fixing controls fitted on certain vehicles, obligatory use of seatbelts and standards for vehicle maintenance).</p> <p>Policies to prevent the possession, receipt, distribution, advertisement and production of child pornography and to combat child sex trafficking including the provision of adequate resources to law enforcement agencies for action in this area, public outreach to help with prevention (as well as with the identification and recovery of child victims), and support services for child victims.</p> <p>Anti-trafficking policies including an adequately resourced agency to monitor and combat trafficking in persons which conducts public education and outreach, makes efforts to identify victims, and coordinates anti-trafficking efforts across various sectors, as well as ensuring the provision of support services for trafficking victims,</p>
<p><b>2.6 Unequal access to affordable and high-quality legal assistance and representation and unequal knowledge of legal rights</b></p>	<p>Policies to ensure that all have equal access to legal knowledge, advice, assistance and representation, including the provision of free legal assistance to those unable to afford it.</p>
<p><b>2.7 Unregulated access to guns and other weapons</b></p>	<p>Policies related to gun control that seek to regulate, restrict and decrease gun ownership and sales (exclusions for certain people, detailed background checks and registration requirements, mandatory waiting periods, mandatory safety training courses, buy-back programmes), as well as provisions to ban certain types of</p>

	<p>firearms (e.g. concealed, semiautomatic or military style weapons) and to strictly regulate sellers and dealers involved in distribution, promotion and sales.</p> <p>Policies related to the appropriate control of offensive weapons, for example restricting the sale, carrying and use of knives or other articles made for (or adapted for) causing injury, as well as provisions to ban certain types of offensive weapons (flick knives, daggers, swords etc.).</p>
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### Domain 3 – Education and learning

Potential Drivers	Candidate policies
<p><b>3.1 Unequal access to high quality education</b></p>	<p>Policies that deliver universal, high-quality primary and secondary education for all.</p> <p>Policies that deliver affordable and accessible high quality tertiary education.</p> <p>Progressive education spending policies (increasing investments in education; appropriate budgets per level/programme/student/territory; appropriate financing formulas and budget allocations that are focused on reducing educational disparities).</p> <p>Policies which address broader issues related to education issues such as accessibility and affordability of transport for children and young people, safety from harassment and bullying in schools (and en route to school), the provision of adequate health services in schools (including mental health services), affordability of school uniforms, provision of nutrition in school system to children at risk of poor nutrition.</p> <p>University admissions policies that include inequality reduction targets and quotas for low-income students, state schools, students with disabilities, students from minorities.</p> <p>The design of school admissions policies to ensure that children from the most advantaged family backgrounds are unable to secure privileged access to the highest performing state funding schools.</p> <p>Policies that ensure the provision of scholarships (fee-waivers and/or stipends) to promote equitable access to higher education for individuals from low-income and minority backgrounds, as well as children and young adults with disabilities.</p> <p>Policies that ensure that contracts with private sector operators within education systems are made public (at a minimum, key aspects such as roles and responsibilities, key performance targets and some basic financial aspects).</p> <p>Public procurement rules which: disqualify companies for eligibility to bid for contracts related to education provision, if they use tax havens within their corporate structures; disqualify companies for eligibility if there is any evidence of blacklisting unionised workers; give preference to companies paying a living wage; publicly</p>

	<p>disclose all tax contributions of companies delivering public contracts; include pay caps for all senior employees; policies which appropriately regulate any involvement of the private sector in education.</p> <p>Policies that address taxation within private sector education access appropriately, such as the removal of the payment of private education fees as a recognised employment benefit in countries with universal, free access to education, and policies that require that the provision of a benefit such as private education fees is fully (and possibly disproportionately) taxed as a monetary benefit within employment contracts.</p>
<b>3.2 Harmful social and cultural norms that affect access to education and learning</b>	<p>Policies to combat child labour and help children at risk of child labour to access and stay in education.</p> <p>Policies to address the negative social attitudes related to gender discrimination generally, to prevent identity-based discrimination within the education system and to tackle gender-based violence at school (or when travelling to school) including: an appropriate curriculum that avoids upholding traditional norms of masculinity and femininity in the classroom, adequate gender training for teachers and mechanisms to deal with discriminatory attitudes and practices, and cases of harassment or abuse, in schools.</p> <p>Policies focus on the harmful effects of streaming and setting within schools and classrooms, such as efforts to restrict schools streaming between academic and vocational education at an early age. Teacher training may be key to reducing the extent of streaming and setting that goes on within secondary schools.</p>
<b>3.3 Lack of provision for special educational needs</b>	<p>Policies that address special educational needs and seek to provide targeted educational support to students who are struggling and/or at risk of dropping out.</p> <p>Policies that eliminate legacy places in prestigious universities.</p>
<b>3.4 Unequal access to early childhood development opportunities in the early years</b>	<p>Policies for the provision of universal/affordable, quality early childhood development services targeting both the 0-3 and pre-school age groups.</p>
<b>3.5 Unequal access to career guidance, vocational and technical training, apprenticeships, internships</b>	<p>Policies to deliver high quality careers advice in schools – related to opportunities for further and higher education as well as employment.</p> <p>Policies to ensure the provision of paid apprenticeships, including targeting for low-income and minority groups.</p>
<b>3.6 Unequal access to books, technology and the internet</b>	<p>Policies that address access to books and make provisions for public libraries or electronic access.</p> <p>Policies related to investment in ICT infrastructure, equipment and training schemes in schools, public libraries, and particularly targeted at those at risk of digital exclusion.</p>
<b>3.7 Unequal access to adult learning and education (ALE) opportunities</b>	<p>Policies that deliver affordable, quality Technical and Vocational Education and Training which ensure equal access for women, low-income and minority groups.</p>

	<p>Policies related to equal access to training opportunities during employment to ensure workers who are often disadvantaged (such as women working part-time, workers with caring responsibilities, older workers, migrant workers, workers with disabilities and workers from minority groups) have access to development opportunities.</p> <p>Policies that promote functional lifelong literacy and numeracy skills (equivalent to levels achieved at successful completion of secondary education) in young people and adults (including via multi-sectoral approaches embedding literacy in vocational training, agricultural extension, health or other programmes).</p> <p>Policies that promote a culture of lifelong learning including the provision of accessible and affordable adult education opportunities that enable adults to retrain or move one step up in a qualification and to access vocational education and training and work-based learning; provisions for accreditation of adult learning providers and for their quality assurance, and outreach activities and targeting (to involve those with the lowest level of qualifications), and monitoring of the effectiveness of the sector.</p>
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#### Domain 4 – Financial security and dignified work

Potential Drivers	Candidate policies
<p><b>4.1 Lack of work opportunities and poor job creation and inadequate active labour market programmes</b></p>	<p>Economic development and investment policies that prioritize job creation and inclusive growth.</p> <p>Active labour market programmes that target those most at risk of low pay and focus on helping workers to secure high quality, secure jobs.</p> <p>Active labour market programmes that target the long-term unemployed including elements such as counselling, mentoring, referral to specialised support, tailor-made training and job placements, as well as flexible and sustained support through all stages of the programme.</p> <p>Policies which aim to provide public employment and paid work to the poorest and socially marginalised (such as public works programmes or rural employment guarantee schemes).</p>
<p><b>4.2 Weak labour market institutions, precarious and informal forms of work and lack of employment protection</b></p>	<p>Legislation which protects the right of workers to unionize and strike.</p> <p>Policies to promote worker representation on boards and remuneration committees and in company decision-making processes, including particularly women and minorities.</p> <p>Policies which support collective bargaining over pay and employment conditions. Adequate minimum wages policies set through collective wage setting agreements or a national minimum wage covering all types of workers. Policies to ensure monitoring of impacts of minimum wage systems, and enforcement of minimum wages, including equipping inspections and penalties for non-compliance.</p>

	<p>Policies that support the transition to formality such as changes to enable businesses to register more easily, formal access to finance, skills training or business advice services, a progressive and simplified tax structure that benefits small and micro enterprises and improved labour inspection targeted at formalisation.</p> <p>Policies designed to provide protection for informal domestic workers.</p> <p>Policies which seek to expand social security coverage for informal workers (including domestic workers) and self-employed workers.</p> <p>Policies related to occupational health and safety, including provisions for workplace inspections, strict compensation policies and criminal penalties for workplace health and safety violations.</p> <p>Regulation and policies to tackle forced labour, slavery-like conditions, child labour and exploitation in the workplace.</p> <p>Policies that seek to regulate false self-employment and disguised employment practices – for example, those that clearly define employment relations, expand the definition of an employer where necessary, establish presumptions of employee status, remove incentives to disguise an employment relationship and shift the burden of proof of proving in court the existence or non-existence of an employment relationship from the employee to the employer; in addition, regulations that ensure there is proper monitoring and enforcement, as well as high fines for the use of false self-employment contracts.</p>
<p><b>4.3 Unequal access to good quality, affordable childcare, elderly care and other family support services</b></p>	<p>Policies that provide universal or publicly subsidized childcare (and elderly care) services, to reduce the burden of unpaid care work on women, enable the poor to work and earn and income and to address gender inequalities.</p>
<p><b>4.4 Harmful social and cultural norms which create employment barriers and deny financial independence and security for certain groups</b></p>	<p>Publicly funded educational programmes and public campaigns to promote greater awareness of gender equality and challenge gender-role ideology in relation to the division of domestic duties and care responsibilities.</p> <p>Policies that provide paid maternity and paternity leave, including the protection of women’s rights to return to work after maternity leave; policies that provide for parental leave and other provisions which enable both men and women to work flexibly and part-time to respond to care needs.</p> <p>Policies to eliminate racial and gender discrimination in the workplace, including the use of quotas and affirmative action policies.</p> <p>Employment protection legislation and regulations concerning hiring (including anti-discrimination rules, conditions for using temporary or fixed-term contracts, training requirements) and firing (redundancy procedures, mandated pre-notification periods and severance payments etc.).</p>

<p><b>4.5 Unequal access to productive resources and markets</b></p>	<p>Policies to deliver greater investments and protection in agriculture, forestry and fishing and rural infrastructure especially in marginal, high poverty, territories.</p> <p>Policies and programmes aimed at supporting smallholder farmers (particularly women) access appropriate inputs, improve their knowledge and productivity, access markets, guarantee minimum pricing, and reduce the climate and market risks they face.</p> <p>Policies aimed at supporting small and medium sized enterprises including direct support programmes that provide training, access to suitable premises, subsidized finance and support the creation of linkages between firms and access to markets.</p> <p>Policies related to improving land tenure security and regularisation of land titles of smallholders; policies that guarantee women’s land ownership; policies which guarantee the collective territorial rights of indigenous communities.</p> <p>Where relevant, policies aimed at the redistribution of land ownership, including caps on land sizes and high land value taxation for large (and unused) landholdings.</p> <p>Policies related to agricultural sector competitiveness, to avoid and/or appropriately regulate monopolistic agribusinesses.</p> <p>Policies that incentivise and promote market linkages with smallholder farmers and small enterprises.</p> <p>Policies that regulate large scale extractives projects of private companies (eg. agribusiness and mining) to protect the livelihoods and income of farmers/communities in territories affected by extractive activities.</p> <p>Policies to promote greater financial inclusion, ensuring access to affordable credit and banking products, in particular for women.</p>
<p><b>4.6 Skewed remuneration structures and the lack of regulation of compensation policies and practices</b></p>	<p>Policies which promote workers’ ownership of shares in businesses and incentivize business models that prioritise fairer returns.</p> <p>Policies that promote equal pay and seek to reduce any gender pay gap, including: transparency of wage scales within companies, policies and services that help balance unpaid care and domestic work and quotas in top managerial positions; policies that ensure non-discrimination in recruitment practices.</p> <p>Policies to regulate high pay including reforms to wage setting systems for top executives, publishing the company’s pay ratio between CEO and median way, limits on the returns to shareholders, pay ratios for companies’ top executives (eg. no more than 20 times their median employees’ pay), limits on the % of CEO pay that consists of share options, linking pay to better measures of long run performance and curbing bonuses, as well as the regulation and taxation of golden handshakes, severance packages and unearned income perks.</p>

	<p>Policies and regulations related to the corporate governance of listed companies that are aimed at combating short-termism including: regulations related to the make-up of company boards; regulations to limit the amount of expenditure on dividend pay-outs and share buybacks as a % of annual earnings; and regulations related to re-investment in training, research and productivity.</p>
<p><b>4.7 Lack of adequate regulation of the financial sector and financial markets and inadequate provision of debt advice</b></p>	<p>Regulation of the financial services market and, particularly, short-term, high-cost lenders.</p> <p>Policies that ensure publicly funded, holistic debt counselling services (by public institutions or consumer/welfare associations) are provided with comprehensive geographic coverage to help those indebted to: review benefit entitlement (including emergency relief); negotiate delays in payments (or agreed reduced payment schemes) with credit card/utility/mortgage and other companies; follow consumer insolvency proceedings; mitigate the consequences of over-indebtedness and avoid increasing indebtedness in the future.</p>
<p><b>4.8 Lack of progressivity of tax system and tax avoidance and evasion</b></p>	<p>Policies to deliver tax transparency such as publication of anonymised tax records, country-by-country reporting for multinationals; public disclosure of beneficial ownership.</p> <p>Redistributive tax policies including increasing marginal tax rates for high earners, effective modes of taxation of high net worth individuals, effective personal income taxation (including of the self-employed), effective corporate income taxation (including for the extractives sector) and specific tax policies related to wealth/assets (e.g. taxes on financial transactions, property, capital gains, inheritance taxes, national or global wealth tax such as a 'billionaire tax'). Both policies and enforcement efforts are important.</p> <p>Progressive tax policies related to taxation of property, land and ownership.</p> <p>Policy reforms to close tax loopholes and adequate resourcing and support for enforcement efforts that address corporate and individual tax avoidance and evasion (including for the extractives sector).</p> <p>Policies that create improved tax regimes for the financial sector such as financial transactions taxes (on foreign currency exchanges, derivative trades, share transactions).</p> <p>Policies related to the transparency of ownership of land and property and the taxation of both including: comprehensive (beneficial ownership) registers of land and commercial properties; regulations that oblige obtaining an income tax clearances when land above a certain benchmark value is purchased.</p>
<p><b>4.9 Lack of appropriate universal social protection floors (social assistance/insurance) particularly for children, working age and pensioners</b></p>	<p>Universal basic income policies.</p> <p>Gender sensitive and universalistic social protection policies that: provide basic income security for children, the elderly, people with disabilities, and those who are unemployed or unable to earn a decent living, through universal child benefits, (generous) unemployment benefits and pensions (including equity enhancing, non-contributory public pensions financed out of general revenue). Including indexation so that these benefits – all not just pensions - rise in line with inflation.</p>

	<p>Policies and regulations which address the liability of companies to their pension funds: measures constraining company actions if they cannot make good pension deficits, such as not allowing company to remunerate its directors at a rate more than ten times median company pay, prohibiting the payment of dividends, not being allowed to continue in business without supervision by a board appointed by the pension trustees, to remain in office until such time until the deficit was cleared.</p>
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## Domain 5 – Adequate living conditions

Potential Drivers	Candidate policies
<p><b>5.1 Unequal access to clean water, sanitation and utilities to meet energy needs</b></p>	<p>Policies related to increasing service coverage of water supply and sanitation systems, promoting better hygiene practices, improving water quality and guaranteeing affordability of water and sanitation services for the poor especially in rural areas.</p> <p>Policies that expand access to electricity, especially of rural households, and including through use of off-grid, decentralised, renewable energy options.</p> <p>Policies that appropriately regulate privatised water and sanitation services to ensure on-going investment in infrastructure, efficient service provision and pricing policies that guarantee affordability.</p> <p>Policies that appropriately regulate privatised energy markets to ensure on-going investment in (especially low carbon) infrastructure, efficient service provision and pricing policies that guarantee affordability.</p> <p>Policies that protect the consumer in privatised utilities markets and guard against poor quality service, incorrect billing, large disparities in pricing that discriminate against some types of users, inappropriate disconnection from basic services, and promote the ability to switch supplier.</p>
<p><b>5.2 Unequal access to good nutrition</b></p>	<p>Policies to combat malnutrition including nutrition-specific interventions that avert maternal and child under-nutrition combined with direct cash transfer programmes.</p>
<p><b>5.3 Unequal access to safe, secure and quality housing</b></p>	<p>Policies related to the supply of housing – such as the government’s direct supply or planning and regulatory frameworks related to housing development, including the provision of social housing; policies related to housing quality including the construction of sustainable buildings, and buildings that are safe given risk of natural disasters in the zone.</p> <p>Urban planning policies: including using urban planning policies to tackle residential segregation and to ensure mixed-neighbourhoods and mixed housing developments (e.g. social housing mandated with high-quality de-</p>

	<p>velopments; prohibition of “separate spaces” such as poor doors as discriminatory); and urban planning policies that ensure the retention of public spaces for use by public and which prohibit the privatisation of public spaces.</p> <p>Policies related to the provision of financial assistance to secure housing for low-income households.</p> <p>Policies to eliminate discriminatory practices and barriers in public and private sector housing.</p> <p>Policies related to the provision of temporary accommodation for vulnerable groups (homeless people, ex-psychiatric patients, victims of domestic violence, prison leavers).</p> <p>Policies and regulation aimed at the mortgage industry to guard against predatory lending; ensure safe lending practices; protect borrowers in difficulty, and help with debt restructuring, particularly for those in vulnerable situation.</p> <p>Policies which enable governments to seize unused land and unoccupied property (with compensation as appropriate) for social purposes as well as deployment of unused state-owned land.</p> <p>Policies related to rent regulation and tenancy protection, especially in relation to eviction.</p> <p>Policies related to health and safety in rented accommodation including adequate inspections, fines and penalties and obligations to make improvements.</p> <p>Policies to control speculative practices within the housing market, including a special high rate ‘empty property tax’ related to vacant houses, a foreign buyer tax, and regulations that oblige resident and non-resident landlords to register (with full beneficial ownership declared) with the tax authority and pay domestic income tax on rental property.</p> <p>Progressive tax policies related to property, land and home ownership: including high taxation of second homes and a suitably high land value tax, and prohibition or limitation of preferential tax treatment for homeowners.</p> <p>Policies designed to upgrade slums in terms of quality of housing, water, sewerage, drainage, street lighting, paving, recreation areas, access to social services, land titling and property regularisation.</p>
<p><b>5.4 Harmful social and cultural norms that result in unequal division of domestic and care responsibilities</b></p>	<p>Publicly funded educational programmes and public campaigns to promote greater awareness of gender equality and challenge gender-role ideology in relation to the division of household resources, domestic duties and care responsibilities.</p>
<p><b>5.5 Unequal access to adequate public transport infrastructure and a healthy environment</b></p>	<p>Policies related to public funding necessary to ensure good public transport infrastructure and healthy, clean local environments. This may require considering the balance between national and local funding models.</p>

	<p>Policies related to the natural environment such as the making green spaces available for free, public use in cities, and the provision of safe and accessible parks, outdoor play spaces and sports fields that are accessible to all neighbourhoods.</p> <p>Policies related to the operations of public development banks to improve investment in public infrastructure, particularly in relation to renewable energy, sustainable, zero carbon housing and other investments in the green economy.</p> <p>Policies that support local government tax collection efforts, combined with central government financial formula to ensure infrastructure budgets are allocated according to greatest needs, to directly address spatial inequalities.</p>
<b>5.6 Unequal exposure to accidents, disasters and environmental risk</b>	<p>Policies related to disaster risk reduction, including specific investments (e.g. flood defences, disaster-resistant dwellings) in disaster-prone zones to protect people's homes and neighbourhoods; policies and investment that aid emergency planning, such as early warning and weather data systems.</p> <p>Policies designed to improve air quality such as regulations to control industrial emissions, domestic fuel use, emissions limits for cars, commercial vehicles and maritime transport and for the agricultural sector; policies may be localised - in highly polluted, often low-income neighbourhoods - or national in scope.</p>
<b>5.7 Unequal access to good quality, affordable childcare, elderly care and other family support services</b>	<p>Policies that provide paid maternity and paternity leave, including the protection of women's rights to return to work after maternity leave; policies that provide for parental leave and other provisions which enable both men and women to work flexibly and part-time to respond to care needs.</p> <p>Policies that provide universal or publicly subsidized childcare (and elderly care) services, to reduce the burden of unpaid care work on women, enable the poor to work and earn and income and to address gender inequalities.</p> <p>Policies related to the supply of adequate and affordable social care provided for the elderly and people with disabilities for independent living, to lead dignified lives.</p>

## Domain 6 – Participation, influence and voice

Potential Drivers	Candidate policies
<b>6.1 Lack of support for all forms of democratic participation and protection of the civil and political rights of all citizens</b>	Policies that guarantee free and fair elections including: representative and competitive multi-party systems; credible electoral administration; effective oversight of electoral processes; and provisions which guarantee citizens' right to free, fair and accessible voting (e.g. making voter registration both geographically accessible and free/affordable)

	<p>Policies to ensure freedom of expression, assembly and protest.</p> <p>Policies which establish quota systems or other special measures to ensure the representation of women, minorities and politically marginalised groups within the police, army, judiciary, parliament and civil service.</p> <p>Policies to prohibit and restrict gerrymandering including adequate resources for a politically neutral body mandated to examine and change district boundaries.</p> <p>Policies that enable formal citizen participation and oversight, including inclusive and transparent budgeting processes at national and local levels, citizen satisfaction surveys, public consultations and participatory planning initiatives, and the involvement of civil society in formal advisory groups of the government.</p> <p>Policies that support the formation of stakeholder groups in society and their ability to participate in decision-making processes including: legislation that supports and enables the formation of trade unions; education in schools in relation to democracy, good governance and participation; a favourable legal environment for the establishment and operation of civil society organisations (including freedom from state interference); provisions that mandate consultation by public/private institutions (hospitals, schools, landlords) with stakeholder groups (tenancy associations, patients' groups, etc.), and the provision of mechanisms for receiving and responding to complaints from stakeholders.</p>
<p><b>6.2 Lack of mechanisms that ensure state accountability to citizens</b></p>	<p>Policies that guarantee access to adequate information and transparency (including in relation to fiscal transparency); right to information laws.</p> <p>Policies related to public disclosure of lobbying activities including: a lobbying register which provides names of clients, subject matters they lobby on, firm income from lobbying and lobbying expenses (including any contributions to political campaigns); provisions which ensure access to information on lobbying activities (such as the publication of ministerial diaries reporting meetings held in past month/quarter with lobbyists).</p> <p>Policies to ensure disclosure of all political financing (and separate reporting of electoral campaign financing), including: the specific identification of donors who provide donations exceeding a certain value; provisions to ensure the financial accounts of political parties are made available to both the regulator and the public; provisions to ensure a properly resourced and functioning audit body/regulator to oversee political finance.</p> <p>Policies that ensure public access to registers of MPs interests containing declarations of all income sources, companies owned, as well as all involvement in companies or other bodies (eg. boards they sit on).</p> <p>Policies for the public disclosure of the annual tax declarations of MPs; regulations to prohibit the use of tax havens/secretary jurisdictions by MPs.</p>
<p><b>6.3 Lack of mechanisms that prevent corruption and the formal and informal use of excessive power and influence by specific groups</b></p>	<p>Policies to protect whistleblowers in both the public and private sector (and when public sector functions are outsourced to private contractors) to encourage the reporting of misconduct, fraud and corruption including:</p>

	<p>comprehensive and robust legislation with a clear definition of protected disclosures and the people to be afforded protection, and clear definitions of retaliatory action, remedies and sanctions and the protection to be afforded.</p> <p>Policies which cap the amount of political donations from wealthy individuals (single donors) and corporations (or prohibit these entirely), with parties' operations and election activities being funded from government budgets.</p> <p>Policies to regulate the 'revolving door' issue such as restrictions on public officials engaging with a lobbying form (or taking a private sector appointment where they may lobby their previous colleagues) after leaving the public sector; or similar restrictions on lobbyists filling regulatory or advisory posts in government.</p>
<b>6.4 Harmful social and cultural norms which diminish the voice, participation, representation and influence of certain groups</b>	<p>Policies related to a free press and the concentration of media ownership such as: limits regarding the cross-ownership of different media types (limitations on the number of licenses held across radio, television, press or limitations on ownership shares across mediums); ceilings on market share; legal provisions to control media mergers in the public interest; legal standards for commercial broadcasters and privately owned newspapers related to balanced content and journalistic ethics; provisions to ensure a properly resourced and functioning media regulator.</p>

## Domain 7 – Individual, family and social life

Potential Drivers	Candidate policies
<b>7.1 Lack of policy and institutional frameworks that recognise diversity and promote equality, dignity and respect</b>	<p>Policies that create contextual and institutional standards of inclusion, equality, respect and recognition of diversity.</p> <p>Policies related to monitoring and availability of discrimination statistics (along gender, racial, disability, LGBTI, status lines), official recognition and accountability for historical patterns of oppression, discrimination and marginalisation.</p> <p>Policies that promote critical diversity training in all public institutions.</p> <p>Policies related to gender identity, including: making processes of legal gender recognition accessible and respectful, ensuring protection from discrimination for transgender persons.</p>
<b>7.2 Lack of equal legal protection against all forms of discrimination and harassment (bullying) based on identity</b>	<p>Policies that ensure full recognition of International Human Rights treaties and standards in domestic law and provide for their proper implementation.</p>

	<p>Comprehensive anti-discrimination laws providing for equal treatment for all and prohibiting discrimination on the basis of sex, age, race, ethnicity, religious views, disability, sexual orientation in relation to: education, employment (during recruitment and in the workplace), consumer transactions and political participation.</p> <p>Mechanisms for complaints and bodies equipped to investigate, conciliate and prosecute breaches of anti-discrimination laws with appropriate funding available for complainants.</p>
<p><b>7.3 Lack of institutional and legal framework protecting individuals' autonomy, self-determination and a family life</b></p>	<p>Enhance legal and institutional frameworks protecting individuals' relational autonomy and self-determination.</p> <p>Access to legal protection of one's intimate relationships, and especially legal recognition of LGBTI partnerships that confer equal rights.</p> <p>Adaptive, inclusive and equitable family law codes and protections.</p> <p>Enhancing access to adolescent (and individual) medical decision-making relating to abortion, sexual health and contraception.</p> <p>Implementing a legal minimum age of marriage.</p> <p>Policies that promote access to equitable divorce.</p> <p>Policies to strengthen rights to family reunion in the context of displacement and migration: expanding the criteria for who legally qualifies as a 'family member' for the purpose of refugee and migrant family gathering; providing legal aid to displaced people to support family reunion cases.</p> <p>Policies that provide psychological and mental health support to migrants and refugees at risk of social isolation due to family separation.</p> <p>Encourage and fund community capacity building and participatory social initiatives such as community rehabilitation programmes for instance.</p> <p>When relevant, setting up public programmes to foster reconciliation, and peace-building in conflict or post-conflict contexts, providing public psychological support to overcome trauma.</p>
<p><b>7.4 Harmful social and cultural norms which result in the marginalisation of, and discrimination against, certain groups</b></p>	<p>National action plans to combat racial and religious discrimination, including equipping specialized bodies to analyse legislation, monitor compliance and undertake activities to promote racial equality; educational programmes and public campaigns to promote greater awareness of the prohibition of discrimination, and to promote tolerance and respect for diversity.</p> <p>If relevant, policies that enhance learning about colonial history and accountability for historical patterns of racial oppression.</p>

	<p>Implementing educational programmes aimed at tackling sexism and gender based stereotypes, as well as harmful social norms surrounding sexual orientation and gender identity.</p> <p>Face to face community outreach programmes to tackle prejudices against ethnic and gender/sexual minorities.</p> <p>Provide local support to marginalised groups to increase their access to social support and general acceptance in society (example: gender and sexual minorities, ethnic minorities, migrant and refugee populations, the elderly, etc.).</p> <p>Encourage and support civil society organisations and advocacy groups aimed at providing social support and safe spaces to marginalised groups at various intersections.</p> <p>Encourage the creation of targeted community centres, cultural and research centres aimed at addressing the history and culture of marginalised groups.</p> <p>Policies that challenge cultural hegemony by tackling underrepresentation and misrepresentation of marginalised groups in the media and cultural production: enforcing industry standards that promote diversity while encouraging and supporting alternative media, social and cultural platforms aimed at representing marginalised groups (making funds and resources available, for instance).</p> <p>Providing adequate structures for the social support of the elderly: encouraging the implementations of targeted social and cultural activities for those at risk of social isolation.</p>
<p><b>7.5 Unequal access to affordable cultural and leisure activities</b></p>	<p>Investment in culture, media and sports activities and infrastructures that promote social cohesion and self-development and which are accessible to all.</p> <p>Promoting cultural and social activities in schools and other education institutions.</p> <p>Policies related to the provision of public libraries and sufficient investment to ensure: a culturally and ethnically diverse range of books and audio-visual materials (including suitable materials for children and adults with disabilities); a wide range of cultural activities to build community cohesion and inclusion; and equitable access to these facilities across all neighbourhoods.</p> <p>Policies related to the natural environment such as the making green spaces available for free, public use in cities, and the provision of safe and accessible parks, outdoor play spaces and sports fields that are accessible to all neighbourhoods.</p>

## Oxfam 2020

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# OXFAM

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