

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30024

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### Theme 1: Gender norms and stereotypes

#### Gender norms and stereotypes as barriers to gender equality

Fixed ideas about what women and men should do in the home or at work are learned by girls and boys in early childhood and throughout their lives. These ideas or gender stereotypes affect their choices in school and as they enter careers and contribute to a lack of progress toward equality between women and men. This limits not only the jobs that women and men consider or are available to them, but also can exclude women and men from social roles and tasks.

- Please outline what you see as the key barriers/ obstacles and challenges to gender equality under this theme in law, policy and practice.

Free childcare, free afterschool and a tax credit for families with children. Treat families the same. At the moment a single person can get a tax credit for rearing children. Regardless of their income or even if maintenance is been paid by another parent. Yet couples living together cannot avail of the same credit. Should be equal. Payable until child finishes full time education. When child finishes full time education they could lose the credit. Medical card income limit is the same for a two parent family as a 1 parent family but the 2 parent family has extra food, energy clothing bills. Not equal at all.

- Please identify the steps to be taken to address the issues raised and who should address them (e.g. the state, private sector, education system etc.)

Childcare should be state run with employees given a decent salary and ample time off similar to SNAs or teachers. The fact that most childcare is provided by women and is low paid. More mature college applications and support for women returning to the workplace. Many are means tested and cannot afford to take up training. A large intake for mature nursing may benefit both the student and the nursing crisis. Many mature students might wish to stay and work in the country because of families ties. More flexible working hours for all. A maximum 4 day week would maybe free up jobs for those wishing to work part time due to childcare or caring for an elderly parent etc

### Theme 2: Work: Occupational segregation by gender, gender discrimination and the gender pay gap

Women and men are often concentrated into different kinds of jobs and within the same occupations, women are often in work that is less well paid and has less opportunities for career advancement. Women often work in areas where they can work part-time so as to fit in with their caring responsibilities. While many men work in low paid jobs, many professions dominated by women are also low paid, and professions that have become female-dominated have become lower paid. This worsens the gender pay gap (the average difference between the wages of women and men who are working).

- Please outline what you see as the key barriers/ obstacles and challenges to gender equality under this theme in law, policy and practice.

Childcare and flexible working. Commuting times are getting longer. Parents cant get to work on time if rhey have to drop children to school at 9 then commute. Paid parental leave for all parents whose children attend primary school. Tax breaks for families.

- Please identify the steps to be taken to address the issues raised and who should address them (e.g. the state, private sector, education system etc.)

More jobs in suburbs/outside the M50 and outside Dublin. Better transport to get people to work quicker. Free education for all adults wishing to access education. Many women are stuck in low paid jobs without the financial support to further their career prospects. ETBs/Solas could do more for those on low pay. Unemployed can access evening courses free whilst those working cannot.

### **Theme 3. Care, paid and unpaid, as a social and family responsibility**

Care -- the social responsibility of care and women and men's co responsibility for care, especially within the family

Women remain disproportionately responsible for unpaid care and often work in poorly paid care work. For working parents or lone parents, balancing paid work with parenting and or caring for older and dependent adults presents significant challenges. Women are most disadvantaged by these challenges, yet men also suffer from lack of opportunities to share parenting and caring roles. Despite recent legislation and policy initiatives to support early years parental care, inequalities in the distribution of unpaid care continue between women and men. The cost of childcare has been identified as a particular barrier to work for women alongside responsibilities of caring for older relatives and dependent adults.

- Please outline what you see as the key barriers/ obstacles and challenges to gender equality under this them in law, policy and practice.

Childcare is a big hurdle as is long commutes and low paid jobs. More breakfast clubs/afterschools are required. Parents of all primary children should be able to

access more parental leave free childcare. Many parents paying for childcare from the time their children are 6 months old until they start secondary school. No break from fees at all.

- Please identify the steps to be taken to address the issues raised and who should address them (e.g. the state, private sector, education system etc.)

The state should treat childcare workers mainly woman as state employees paying them a decent wage with flexible working conditions and a pension scheme.

#### **Theme 4: Women's access to, and representation in, public life and decision making**

##### Ensure women's participation and representation in decision-making and leadership in the workplace, political and public life

Women are systematically underrepresented in leadership in economic and political decision-making. Despite the introduction of a candidate gender quota (through the system of party funding) for national political office, and initiatives to support women's access to corporate decision-making roles, men continue to dominate leadership positions. There are also issues to be considered around how media represents women and men.

- Please outline what you see as the key barriers/ obstacles and challenges to gender equality under this theme in law, policy and practice.

COST/TIME.

- Please identify the steps to be taken to address the issues raised and who should address them (e.g. the state, private sector, education system etc.)

#### **5. Where does gender inequality impact most?**

To conclude we would be interested in your response to the following question: In which area do you think gender inequality matters most?

Please rank the following in order of importance, 1 being the most important:

- Paid work

2

- Home & family life 1
- Education 3
- Politics and public life 6
- Media 5
- Caring for others 4
- Other – please elaborate 7

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- Please outline the reasons for your answer below:

- Please include any further comments or observations you may have here.