

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30051

Name: Caroline Roche

### 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.

Exclusion of women by silent agreement of men - men pretend to be in favour of equality but work to exclude women and promote men - banks, radio, tv, State.

- 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.)

Tax office should write to couples - not just use men's name being the first name. Radio and tv should not get licence unless agree to equal representation of women - not just women on when men want to be off eg holidays, off times.

### 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.

Poor education of women in stem - awful maths and physics teaching in girls schools.

- 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.)

Examine teaching standards. Properly fund Citizens Information Services to provide advocacy for claims under employment and equality legislation. Plenty of legislation that is meant to protect part time workers but no good unless claimants are represented. No costs awarded in these case so unless claimant can afford to pay for a solicitor then has to represent themselves which is not feasible.

### **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.

Women left to pick up the slack in many cases.

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

Provide support

### **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.

Men promote themselves and other men and only those women who play along with them or are forwarded by other men eg daughters of TDs. Parties pretend to put women forward but put the party support behind the male candidate.

- 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.)

Women are afraid - rape convictions so low as to make rape legal. Women attacked on line. Women not on radio. Require 50/50 women on radio, Gardai prosecute rape fully, Gardai prosecute those who harass women.

## 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 4
- Home & family life 5
- Education 3
- Politics and public life 2
- Media 11
- Caring for others 6
- Other – please elaborate 7

Fear - women are in fear

- Please outline the reasons for your answer below:

Women are not visible in media or if they are they are victims or talking about “ women’s “ issues. Might as well be a strict Muslim country. Women are kept back, blamed, attacked and the attackers are not prosecuted.

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

Part of the reason why FF and FG did badly in election was because of the treatment of women. Sick of it. Sick of seeing women on screen tripping, crying, being Smufette. So tired of women being hounded when men get treated better eg treatment of Frances Fitzgerald. Tired of getting letters from the Land Registry and Revenue only addressed to my husband and not to both of us even though everything in joint names. Bored and frustrated with the same male pale and stale presenters on every channel on the radio almost every minute of the day. Sick and tired of seeing male managers in banks. State supports all of this and pretends there is equality. Thanks for doing this. Please try and change things. True fairness and equality is good for all. No more State support of mistreatment of women !