

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30231

Name: 30% Club Ireland

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.

- Over 80% of the unpaid care work is done by women so from very early childhood boys and girls start to see the defined roles of men and women • Many national policies tend to focus on 'standard working man' and ignore the fact that female employment ca

- 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.)

- We need a gender lens on all policy development on workplace practices to ensure that we do not inadvertently disadvantage men or women, through lack of knowledge, understanding or appreciation of the impact of differing work practices • We need to rev

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.

• This barrier becomes established in the primary school system where already at a young age boys and girls develop stereotypical behaviour in relation to subject preferences, job expectations, and career potential. This behaviour is reinforced through t

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• Greater focus within the teacher training process on the importance of balanced skill development in both boys and girls. The DCU STEM internship voluntary programme run in conjunction with business through the 30% Club and CWIT (connecting women in te

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.

• Ireland has the second highest level of under 5's in the EU, and the third highest level of childcare costs and this is not sustainable for working couples where both parties might wish to work. There is significant anecdotal evidence where it becomes

- 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.)

- We need a national solution to the spiralling and disproportionate costs of childcare relative to total income – whether in the form of state childcare, subsidies, incentives, caps, tax relief • We need more national supports or incentives for employer

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.

- The roles of national office are not designed to support working parents – male and female – in terms of attendance, hours of work, geographical location • The candidate gender quota does not extend far enough into the process to drive change and our m

- 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 targets set out in Balance for Better Business, should be extended to include Public Sector Bodies • The State Board targets should be met by every individual board and a focused target date should be set and met • For elected bodies, we need to t

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

1

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

➤ Please outline the reasons for your answer below:

The biggest immediate and pressing inequality is in relation to paid work – in terms of hours, pay and opportunity. If we addressed that as the main priority this would feed into improvements in home and family life and caring responsibilities. Educatio

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

The 30% Club Ireland officially launched in January 2015, with a goal to achieve better gender balance at all levels in leading Irish businesses. The 30% Club believes that gender balance on boards and executive leadership not only encourages better leade