

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30012

Name: Name with Secretariat

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.

On 23 August 2018 my pregnant wife unexpectedly took our daughter from our family home and moved in with her parents. Since that date the amount of gender stereotyping and down right abuse I have received from almost every state and semi-state agency because I am a man has been beyond horrific. This has had a very damaging effect on my health, physical and mental and on my career. Undoubtedly it will have a negative impact on my daughter and my sons, their education, health and long term prospects. The gross gender stereotyping has been impacting parents in Ireland since the Parental Alienation of the Children of Lir in ancient times and it is high time we, the People of Ireland did something about it.

- 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.)

Parental Alienation is recognised by the UN and the WHO but not by Ireland. In Ireland, in my case (and many others) there is a systemic failure of the following: 1. The health services I, who are ill prepared for this chronic condition; 2. The Gardaí, who cannot stop an alienating parent from abusing their child or children nor, in the case of joint ownership, stop the parent entering the family home to take any and all possessions (at one stage my ex took all my birth certificates and blankets) 3. The Family Law system which shows utter Bias and complete contempt to men, for the simple fact they are men. Women Alienators are almost above the law and behave as such. 4. The Births deaths and marriages registry offices. My children have different surnames despite having the same parents because my ex decided to. 5. The DEASP who only inform mothers of their children's RSI numbers, this means that An Post refuse to let a father without these details to set up a savings account for his children.

All of this denigrates men and their rights as parents and caregivers which obviously has major knock on consequences to employment.

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 question assumes that money is the arbiter of value. How much money is missing your children's lives worth? How much is seeing a first step, a first word or even getting to bring them home from the maternity hospital? GDP is a foolish sexist measure built to measure historic male activities. True wealth of happiness cannot be measured and Euros and cents

- 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.)

First: better measures are needed. What good is preaching work-life balance if we only measure work? Second: The state and its agencies need to treat Parental Alienation as the severe tragedy that it is. That needs to include immediate help for both the alienated, and alienator and especially the children. This might go some way to decrease unnecessary deaths in the [redacted] cases as well as suicide rates in many, many others that tend to go unreported. Third: there needs to be an overhaul of family law with dedicated courts and support who open and primarily operate over the weekend. This will help with employment as well as respect the fact that the majority of Family law incidents (domestic abuse, coercive control, denial of access) take place when the only available support is the Gardai Fourth a root and branch review of gender Bias against fathers in state agencies. I can provide a laundry list of incidents where the state through its agencies have been complicit in denying me access to my children

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 theme in law, policy and practice.

In my particular case I offered to pay in whole for the child minders. Instead my ex insists I pay her directly and tells everyone that I am unwilling to support our children.

- 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.)

Again, similar to questions already answered, it is important that Tusla or the Family Law system sets expected contributions from parents to their children and has a recourse of action when either party abuses the system. My ex for example uses some or all of payments for the upkeep of her horse. This is not right.

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.

This statement is fundamentally untrue in childcare situations where the system is heavily biased towards women. Two wrongs do not make a right but it would be skewed to view certain areas and not others.

- 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.)

If gender quotas are being set for one type of role it might be important that the same is set in areas such as midwifery, nursing, teaching, retail, hospitality etc. Similarly, women are drastically under represented in our prison population suggesting a heavy negative bias toward men there, which is statistically unlikely.

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 5
- Home & family life 1
- Education 3
- Politics and public life 4
- Media 6
- Caring for others 2
- Other – please elaborate

- Please outline the reasons for your answer below:

The substantial gender bias against men that exists in cases of Parental Alienation

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

