

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

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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.

<p>The lack of recognition of gender diversity is a barrier - there is not only 2 genders with which one can identify. The lack of parental leave available to fathers and the non-birth parents of babies/children creates inequality at the very beginning of life about who has a caring role. It also sets women back in their careers.</p>

- 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.)

<p>Equal access to parental leave, flexible work arrangements, job-share, career breaks, and part-time work arrangements. Equal pay regardless of gender. Recognition of more than 2 genders. Subsidised childcare, so that families can afford to have 2 working parents.</p>
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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.

Lack of equal access to parental leave and flexible work arrangements. Extremely high costs of childcare in the early years. High costs of camps/activities during school holidays. Women undertaking vast majority of emotional labour, even when working same hours as men. Lack of flexibility in how genders are perceived and expressed.

- 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.)

Equal access to parental leave and flexible work arrangements. Subsidised child care in early years and later in school holidays. Re-evaluation of pay in especially care work and education sector

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.

Short term contracts in the care sector, which do not allow for leave arrangements or flexibility. No opportunity for paid leave for those who are self-employed. Cost of accommodation is a major issue for single parents, regardless of gender. No chance to get a mortgage on a single salary, and rents increasing each year.

- 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.)

Change in public understanding of gender and gender roles. Move away from a "2-genders, 2 gender-roles" view. Reasonably priced and safe social housing. Rent freeze in high pressure areas. Rent subsidies. Move away from single sex schools which create a false dichotomy between genders very early on.

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.

Lack of media guidelines re gender representation.

- 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.)

Need for more information about work in public life early on in education - perhaps especially in all-girls schools. Media guidelines on gender representation. Move away from single sex schools which create a false dichotomy between genders very early on.

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 3
- Home & family life 2
- Education 6

- Politics and public life 4
- Media 5
- Caring for others 1
- Other – please elaborate 7

Sense of belonging to society, when you don't fit into traditional genders or gender roles.

- Please outline the reasons for your answer below:

Combination of personal experience (working single mum in dublin) and research evidence

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

Gender equality cannot be achieved without the recognition of gender diversity.