

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30025

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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.

Negative stereotyping of men as fathers

- 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.)

Both Fathers and Mother should be treated equally with equal support and challenge in mutually fulfilling their parenting role.

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.

Enabling, supporting and challenging men and women to share parenting on a 50:50 basis, both within functioning relationships and after separation/divorce, removing the sexist pressure of sole parenting on women and removing the pressure on men to be the primary family providers. Inclusion of fathers equally with mothers in the constitutional protections and support for parenting.

- 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.)

Constitutional equitable protection for fathers and mothers in their special role of parenting. Fathers and Mother to be treated equally in law for children's Allowance and introduction of split payments after parental separation. Meaningful educational encouragement for boys and girls to normalize the concept of equal shared parenting both during relationships and after relationship breakdown. Re-education throughout Social Services to support Shared Parenting as a culture form even before pregnancies occur.

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.

Men remain disproportionately responsible for financial support of women and children in relationships, thus pressurizing them into work and careers which then limits and/or inhibits fathers from participating equally in sharing their parental responsibility. Inequitable paternity leave and negative media stereotyping of fathers all serves to discourage Shared Parenting. Discrimination against natural fathers as tertiary parents (of lower value than stepmothers) in children's allowance signals the second class treatment of all fathers. The very premise of this whole questionnaire in how mothers are presented as primary parents and fathers as secondary, part-time, even disposable fundamental skews this consideration by a Citizen's Assembly.

- 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.)

Education and social policy needs to address its paradigm blindness of presuming mothers as primary parents as a given, which then place fathers as hierarchically subordinate to women within Social policy..This paradigm underpins the presumption by private industry that men are then available to provide full attention to work and career.

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.

once again by encouraging and respecting fathers in Sharing Parenting and by relieving men of the primary pressures of being main providers, while supporting and challenging women in taking up that breadwinning challenge, this will further open up the increasing engagement of women in public life.

- 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.)

Once again, education can play a significant role in promoting Shared Parenting as a positive cultural value with young boys and girls. Equitable Paternal leave policies will create space for women to further engage in public life.

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 2
- Politics and public life 4
- Media 3
- Caring for others 6
- Other – please elaborate 7

➤ Please outline the reasons for your answer below:

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

As stated earlier, the premise and subtext of this survey and the presentation of the narrative is women centered, as against being equitable. The feminized filter of the official narrative of gender equality, underpinned by the exclusion of a different and challenging narrative around gender equality directly skews any possible authentic discussion on gender equality by the Citizen's Assembly. Therefore any sustainable legitimate outputs are fundamentally flawed. Women...as well as men.....and more importantly All their children deserve better use of taxpayer's monies.