

## PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

### QUESTIONNAIRE

CA30049

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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.

Subjects offered in schools, particularly single gender schools Parental example and language

- 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.)

Quotas (timebound) by the state Education system eg quest speakers made up of people who defy the norms

#### **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.

Glass ceiling - women don't play the political game. Particularly in large corporates  
Women take maternity leave and career breaks. Most professions that are female dominated (eg nurses, teachers) are civil servants with pay scales stated by government

- 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.)

State - higher levels of pay for teachers, nurses and other female dominated professions  
State - make it obligatory to report gender pay gaps in financial statements. Note the definition of pay gap should take account of years of service and compare rates of pay for similar roles rather than being some form of average.  
Private sector- proactive surveys  
Education system- steps to encourage women to (1) seek salary increase at contract negotiation stage and (2) throughout career

### **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.

Society expectation that females will be carer  
Gender pay gap makes it more logical for the female to be the carer.  
Preference for women to be carer

- 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.)

State - increase in carer allowance  
State - study on whether to grant allowance / tax break for stay at home parents  
State and education system - encourage males to be

stay at home dads and carers State - joint maternity/paternity leave similar to Scandinavian model

#### **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.

Difficulty for younger women to enter politics as not conducive to family life  
Political career lacks stability - failure to be re-elected means salary ceases. Women are traditionally more risk-averse. Quotas are low at 30% and don't reflect population  
Difficulties in maternity leave for politicians

- 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.)

State - study to see how to encourage more female candidates State - study re maternity leave State - study re "work from home for rural TDs" - is it possible to represent the people without attending the dail

#### **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 4
- Education 5

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

➤ Please outline the reasons for your answer below:

Paid work- the gender pay gap means tendency for women to take career breaks and/or be stay at home parent or carer. Creates a cycle that continues as society (especially children) see this as norm. Political representation does not reflect society, which can skew laws

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