

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30052

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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.

I think that there is lots of unintended stereotyping of girls. I think this is because people just don't realize that they are pushrod-holing girls & women into roles. The current ads on tv that address sexual harassment, are good for letting people know that some actions, that we all witness, are unacceptable. Similar ads and public information approaches could highlight this. Recently for example, I (a 57 year old career woman) needed to tell my husband, that he was not showing me that he cared, by "unpacking the dishwasher" for me. !!!

- 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 and education system should have program of information illustrating examples of subconscious gender stereotyping! Eg cuddling girl -babies but throwing balls for boy-babies to chase; dressing girls in pink, etc

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 transparency at job offer part of new employment or in-house promotion. I realize that all the men in my company know (intrinsically) that they should negotiate following a job offer. I always assumed that that element was a given! It's not! Men negotiate. I reckon HR departments know this. But how do the females in hr departments let this happen?

- 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.)

HR departments need to take responsibility. Need to be mandated to let all female applicants know what offers would be made to mss as Lea. They should also be mandated to publish pay figures. I realize there needs to be some privacy.... or does there??

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.

it must become more acceptable for men to take time off work for caring responsibilities. Lads play football after work; but do they visit their elderly parents? Not in my experience!

- 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.)

Offer parental leave On a 50:50 use it or loose it basis. Denmark does this to force / strongly encourage fathers to take paternity leave. It has massive impact on the subsequent distribution of household management tasks. I hear!

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.

Perhaps because women don't tend to negotiate so much in the workplace, I think they start at a disadvantage for leadership. Personally, i found it difficult to ask staff to do work that I would find hard to fit in. I made assumptions about their life outside work. Turns out, the males in my team, had already negotiated terms, so I perpetuated inequality by asking the girls to do certain tasks while the boys avoided or sub-delegated tasks!! It took me ~5 years to realize all the elements and the drivers. Hopefully I will be a better manager in future!!

- 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.)

Workplace training to ensure even playing fields!

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 2
- Home & family life 4
- Education 3
- Politics and public life 6
- Media 5
- Caring for others 1
- Other – please elaborate 7

To be honest, all 7 were equally important! But daily interactions on the street, in shops, passing building sites, cycling, social media treatment of female tweeters, etc are all areas where a gender difference is observed. I use a non-gender twitter nam

➤ Please outline the reasons for your answer below:

Oops. See above

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

We really need to tackle this problem!