

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30061

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.

Family law discrimination against men in their role as parents

- 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.)

The state should legislate for parental equality regardless of gender in family law courts and all state services

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.

Expectations, probably of both employers and employees

- 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.)

As far as I know, there is already good law in place to protect the right to equal pay for equal work

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.

Some of this is choice, women tend to take more unpaid caring roles in the family, and this may be by choice. However the state does strongly reinforce and enforce the gender divide through the court system and Tusla procedures

- 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.)

Prohibiting gender discrimination as a block to parental equality. Encouraging more normalised male carers in media

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.

I don't know of any legal or policy barriers, there maybe unconscious barriers in practice

- 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.)

The education system could foster and encourage gender equality in leadership

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 1
- Education 3
- Politics and public life 6
- Media 55
- Caring for others 4
- Other – please elaborate 7

- Please outline the reasons for your answer below:

Home and family is where we form our gender identity, if the state continues to discriminate against men's caring role there then anything else will be relatively ineffective

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

My focus here is coming from personal heartbreaking experience as a father being forced out of his caring role by the family law system. As a men's group facilitator and therapist I have also heard from many men broken by this same system. This is the aspect of damaging gender discrimination that has impacted most on my life