

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30095	Name: Philipp Rosemann
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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 do not regard conventions about gender roles as necessarily negative. A society needs to aim at a balance between freedom and structures that provide orientation to people. If we ask people to invent their social roles from scratch, we are expecting too much of them. So, in conclusion, while a society must challenge stereotypes and conventions that are overly narrow, it is important not to undermine all such conventions.
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- 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.)

An overly top-down approach is not helpful. In particular, a society in which government bodies devise policies that must then be implemented slavishly at lower levels risks stifling individual freedom and initiative.

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.

I do not see it as tragic that men and women tend to be attracted to different types of jobs. For example, there are a lot of women in language teaching and fewer in the sciences. That is not, as such, a catastrophe unless this is to be attributed to discrimination. That women receive lower pay for the same work must be due to unconscious biases. Many employers have now taken measures to render these conscious so that they can be addressed and overcome. I would not suggest any new laws. There is enough bureaucracy already.

- 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 issues need to be addressed at the lowest level possible. I am not in favour of government bureaucracies regulating every aspect of life. Freedom is a precious good.

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.

Remuneration should not be the only measure of social respect. So, for example, it is not catastrophic if a woman (or a man) receives no money to care for children or parents. Financial support is good; to reduce things like family care to money is crude materialism.

- 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.)

A broadening, though not abolition, of article 41.2 of the Constitution would be good. There is currently insufficient emphasis on the role of men within the home and the family.

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.

- 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.)

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
- Home & family life
- Education
- Politics and public life
- Media

- Caring for others
- Other – please elaborate

➤ Please outline the reasons for your answer below:

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