

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30019

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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.

Unconscious attitudes to gender roles in society, work and the home.

- 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.)

Representation in public life, yearly years education showing all genders in all roles and family types, teen and older education on bias.

### **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 enforcement of pay rules, lack of transparency in pay levels in the private sector. No gender blind interviewing practices.

- 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.)

Legislate for pay transparency. Large companies required to report pay scales or ranges for different titles and levels of experience. Legislate for gender equality at all levels in companies (eg if junior positions are filled 50/50 then so should management, promotions should be gender neutral and there should be the possibility of gender blind 'interview' practices.

### **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.

Social attitudes to domestic labor remain a huge issue as does the devaluation of this type of work and lack of reward which leads to the lower paid worker (normally female) to undertake the work. A lack of skills in caring in males due to socialisation could be addressed at primary and secondary education level with courses like home ec but with expanded life skills (on both sides of the 'gender' eg woodwork and diy along with Civic skills, taxes, and the practical caring skills) at all levels of education would be valuable.

- 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.)

Education in life skills including caring skills for all children to break gender perceptions and reduce difference in socialisation. Social and financial value put on caring. More carers supports which aren't gendered.

#### **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.

Devaluation of women's work.

- 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.)

Election quotas, education and training.

#### **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 4
- Home & family life 2
- Education 5
- Politics and public life 1
- Media 6

- Caring for others 3
- Other – please elaborate 7

➤ Please outline the reasons for your answer below:

Without representation none of the societal aspects can change.

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

Language in legislation should be gender neutral