

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30022

Name: Monica Murphy

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.

There is no effective deterrent to gender discrimination in the workplace nor is there any effective deterrent for those women who are brave enough to take cases but are left to suffer the consequences!

- 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.)

Legislation needs to have effective deterrents for Companies found guilty of gender discrimination in the workplace or victimisation of those having taken cases.
Reinstate Equality Tribunal as WRC deal predominantly with industrial relations issues.

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.

Even if a female is unmarried and in a workplace where those in power are Male it doesn't matter if the roles require qualifications that the women may have they are still likely to face discrimination! Inexperienced uneducated males leapfrog over more qualified and more experienced females!

- 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.)

We need legislation to make gender discrimination illegal and cases heard by an independent Equality Tribunal who have power to impose strict penalties for gender discrimination and victimisation!

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.

Have not seen this as an issue as many males take time off and parental leave etc.,

- 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.)

Have not seen childcare as the issue.

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.

No effective deterrents for Companies who are found guilty!

- 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.)

Legislation and the setting up of an independent Equality Tribunal as was the case, Fines against Companies are way too small to be deterrents!

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
- Education 4
- Politics and public life 3
- Media 2
- Caring for others

- Other – please elaborate

5

Males being in power in positions where they are enabled to abuse their power.

- Please outline the reasons for your answer below:

Gender discrimination is rampant in the workplace as is victimisation thus females are afraid to highlight it! If addressed this will assist all

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

Losing the Equality Authority and Equality Tribunal removed any deterrents as Companies are more comfortable in the WRC and receive less punitive decisions when cases are taken! Also they have more financial resources to help them than the victim, IHREC should be providing support to victims!