

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30086

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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.

Men are openly discriminated against in law. The guardianship act 1964 basically says that an in married man is obliged to pay towards a childs cost he has no rights to see the child or guardianship of the child. The only right the man is the right to apply to the courts to see the child or to be appointed a guardian. I think feminism has become a barrier for women. It degrades them and constantly tells them that they are a victim while ostracising a woman strong enough to stand up to a feminist. There is no real pay gap. Any time Iver heard a person saying there was I usually ask the same questions. When were you paid less than a man while doing the same job. I'm yet to hear any woman say they were but the usual response my friend was or a friend of a friend was or the media says there is a difference. Numbers used in surveys are skewed.

- 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.)

Start by changing legislation so a man is automatically a guardian to his child and minimum standards of access at various stages up to 50/50 at 6 months. Alternative arrangements maybe agree but equality should be the starting point. Guardianship is a right not a privilege but is a right that should be lost if either parent abuses the position. Parental alienation should be classed as child abuse in law especially as it contravenes the 2015 family and relationships act where a child has a right to a meaningful relationship with both parents.

**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.

If women want the same income as men start doing the same jobs. Start labouring on sites, start applying for stem subjects rather than choosing hairdressing and the likes. The majority of barrier aren't real or are put there by other women.

- 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.)

**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.

- 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.)

**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.

Quota to any position is not equal opportunities it is forcing equal outcomes. Almost every position is open to a woman just like a man they must all show their worth. Hiring someone based on sex to fill a quota is sexual discrimination. All the excuses for not being able to get decent jobs as a woman, single or not takes from those single mothers I see regularly working in good jobs and still managing to run a household. They work their butt's off only to hear people who couldn't be arsed trying complain about the cost of things.

- 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.)

Child care for workers should be increased and reduced for non workers.

**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 3
- Home & family life 1

- Education 5
- Politics and public life 6
- Media 4
- Caring for others 7
- Other – please elaborate 2

Court system. Women get lighter punishment for offences and more favourable treatment in family courts

➤ Please outline the reasons for your answer below:

Most are irrelevant. Family and courts are the biggest inequalities. Work and the rest are mostly down to choices

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