

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30088

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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.

Poor support for women returning from maternity leave, escalating childcare costs and inflexible working hours

- 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.)

State bodies provide little in way of flexible working hours, particularly in healthcare. State-provided childcare. Provision of childcare at third level for women who wish/need to upskill. remove single parent allowance and provide tax credits or allowances for childcare instead

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.

Women ultimately need to support other women more. Many women are shy to put their hands up and see obstacles and issues where men see none.

- 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.)

This needs to start in primary school and all children need to learn their self worth from a very young age. I think it also is linked to the brutal sex education in our schools and the taboo around the way we discuss sexual practices. At present there is still a boy's club mentality. Some of this comes from private education as I have heard many times people 30+ asking other men where did you go to school. This is not just to find a common link but breeds a superiority culture where money replaces intelligence and integrity

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.

The traditional role of the woman in the home still stands in Ireland in many ways, even though many women work outside the home. Women who work outside the home are often the primary homemaker also....is this because of tradional roles or because men earn higher wages so makes sense for them to work longer. In turn then when a child or elderly parent needs care it falls to the primary homemaker who is usually female

- 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.)

We need to appreciate the role of the carer much more than we do. Without them are hospitals and hospice services would be flooded. I think many policy makers don't consult enough with service users....we need to find out what will help them. This may be financially or early access to healthcare services such as psychiatry, occupational therapy 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.

This all links back to the previous points as women cannot lead if they are at home keeping the show on the road or inflexible working arrangements doesn't allow them to progress. I think RTE has made efforts to address this but more needs to be done

- 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.)

I believe in awarding people for work not gender but I wonder if we don't introduce quotas to force change will the situation ever change to the extent required? Also the media need to look at panels on radio, chat shows etc and make sure women are represented. Men that are concerned about this issue and there are many, need to stand with us. We shouldn't be putting men down to push women up. It is not one against the other but rather fairness for all

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 2
- Education 4
- Politics and public life 5
- Media 6
- Caring for others 3
- Other – please elaborate

➤ Please outline the reasons for your answer below:

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