

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30110

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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.

Stereotyping of roles (on TV ads, films, social media, characters in books, films, plays, etc.) Gender quotas that are legislated for in key areas of employment, or public life, would assist women overcome the invisible (cultural, historical, normative) barriers they face on a daily basis.

- 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.)

1) Gender quotas for key jobs in ALL areas of the public sector (i.e. esp in terms of leadership roles). Have a rotating gender related post. Board rooms. Chairperson roles, Principals, Deans, Presidents, Committees, around every area of endeavor.

### 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).

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Gender stereotyping. But also, if there were gender quotas within job occupations, then this would surely assist address the gender pay gap? Gender blind Application forms are essential. So it is not Johnny this, or Mary that. Names should be eliminated from application forms. That would send out a clear message that gender doesn't count, it is purely down to one's qualifications and/or experience and/or skills and abilities to undertake a job or a role. It's then not about WHO you know, but rather about WHAT you know

- 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.)

Gender Quotas for roles and positions, and/or No names or Gender identifiers on Job Application forms (Job References following the selection of suitable candidates)

### **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.

Pay Carers a fair wage for their work Maintenance from ex-spouses should be obligatory (higher decent minimum standard set per child per week) and made as an Attachment of earnings, even if the ex-spouse or partner is on Social Welfare. Their children's needs must come first. There is a reason why women and children are topping the poverty poll. More must be done to support them through legislation, according to set guidelines (on par with our European counterparts).

- 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.)

Stronger State legislation in support of Parents with children - (i.e. Single, Divorced, Separated, etc) parents in terms of their welfare payments from their ex-spouse or partners.

#### **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.