

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30215

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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.

key obstacles stem from attitudes and ingrained beliefs, often subconscious, from birth which define how men and women should behave and be treated.

- 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.)

education and awareness is key. It needs to start with parents from the birth of their children. The state and society has a critical role here but it will take a long while and must start before the child is even born.

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.

The fact that women bear the children is the biggest barrier. The role of child care is too often seen as the woman's role. Men should have to bear equal responsibility. The notion that women are 'more caring' than men needs to be challenged and if it is true in some cases, men need to be re-educated so as to make them take an equal share of the responsibility for caring for others at all stages of life - not just for their own children

- 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.)

equal paternal and maternal leave and support for children. Flexible work supports for both men and women. Education and awareness of need for both men and women to take responsibility for caring at all stages of life

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.

Financial costs; time; inflexible working conditions; acceptance that it is mainly the woman's role to care

- 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.)

Life-long education and awareness training programmes; creches in traditionally 'men's' workplaces;

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.

Women's lack of confidence; gender stereo typing; unfair and unequal weight of caring assigned to women as opposed to men throughout their lives

- 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.)

Education and awareness that both men and women working together at all levels of society will make for a better society for all. therefore have some 'trial' / pilot projects which in some cases favour women over men, or have equal representation of men and women to show how this works. then legislate for it

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 1
- Education 3
- Politics and public life 5
- Media 6
- Caring for others 2
- Other – please elaborate 7

- Please outline the reasons for your answer below:

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