

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30216

Name: Niamh Larkin

### **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.

Primary school curriculum and attitude of teachers to gender stereotype roles for children through education materials & activities. The amount of times that I have heard that teachers ask "only the girls to clean the classroom". In secondary the girls are unable to take off their jumpers during warm weather but boys are permitted.

- 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.)

Stop treating children according to their gender. Train teachers in how to recognise gender stereotyping & avoid it. Addressed by education system

### **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.

Make it a legal requirement to advertise the salary of a position when advertising a position. Introduce equal maternity & paternity leave, by offering a set term of infant leave that can be taken by either parent over that set time. However, have a separate 2 week recovery time built in for mothers following delivery as a sick leave. We have public primary & secondary schools, why can we not have public creches.

- 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.)

The state - public run creches. Introduce equal maternity & paternity leave. The private sector - advertise salary for the job not the person. Use technology to make working hours more flexible. Educate our young people to look after themselves in a "life skills " class .

### **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.

In the past I would have said the Irish Mammy doing too much for their sons, however, this is changing. Attitudes that this is women's work or men's work are changing. By women having the majority of maternity leave fathers are excluded the opportunity to learn to be parents at the same rate as mums. As part of a couple if the woman is earning less it makes financial sense for her to stop work if the role of full time care giver is needed.

- 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 pay, equal opportunity of advancement in education & careers, equal maternity/paternity leave.

**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.