

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30242

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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.

We can start with not buying baby girls pink clothes and baby boys blue clothes. If we can't even manage that, how are we meant to manage anything greater? From the very beginning, this sets the tone and the idea that certain things are for girls and certain things are for boys. This seeps into everything from what we wear to what we drink to what we do for work. In terms of law, policy and practice, the most obvious is the lack of women in government and therefore policy making, the lack of women at partner level in law firms, the lack of support for working mothers, the confidence gap (girls and women thinking their voices and opinions are not valuable or worthy and therefore silencing themselves before they are 'interrupted'), the entitlement certain men have and the overconfidence they have that their experience is the only experience and ignoring the voices and perspective of others.

- 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.)

Quite simply: listen to women; we have a lot to say. Welcome women in spaces where decisions are being made. Raise young girls to believe they are valued (besides just their bodies and what they can do for men) and raise young boys to be compassionate and empathetic and realise there are other people in the world besides them. This onus is on parents, teachers, the media, the government.

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.

Don't gender professions, don't make some professions out to be impressive and others not. Value the women work do and pay them more. Companies not being transparent with how they pay the person at the 'top' and the person at the 'bottom'. Don't discriminate against women who become pregnant and therefore keep them back in terms of their careers; make paternity leave more attractive so women don't unduly suffer from becoming a parent.

- 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.)

Private sector should disclose their wages. State should pay teachers, caretakers, nurses more. Education system - schools should not just offer girls' schools Home Economics and boys' schools Applied Mathematics.

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.

Don't raise girls to be the caretakers for their siblings and parents as they grow up, don't make them just do the dishes or help with folding the clothes, don't just buy

them dolls to look after while the boy builds lego. Raise boys to contribute equally to housework and realise that this isn't just a woman's job. Men, be an example.

- 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.)

Media can stop showing washing up liquid advertisements with just women using the product. Media can also stop showing content that showcases men as 'deadbeat dad's' who we shouldn't expect anything from. This is not only insulting to women but also men as they have so much to offer. Education system - we can put a stop to gendered schools - real life is not gendered so why should schools be?

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.

As previously alluded to, raise girls to be confident and value their voice. Stop interrupting us when we speak. Introduce gender quotas EVERYWHERE. Create more opportunities for young girls and women to practise advocacy and decision making and collaboration in a healthy way. Even if women do get into these spheres, they are often so sexist and unwelcoming that women don't want to be there and so leave, furthering the cycle.

- 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.)

Unconscious bias training EVERYWHERE. How not to be sexist training EVERYWHERE. State funding for this training. Education system to introduce this training.

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 5
- Home & family life 1
- Education 3
- Politics and public life 4
- Media 2
- Caring for others 6
- Other – please elaborate 7

➤ Please outline the reasons for your answer below:

So much gender inequality starts from birth where parents and home life is responsible so that's why I put that as number one. Then media because we consume that as soon as possible and it's so pervasive - TV, newspapers, adverts, billboards, social media etc. It's everywhere. Then education as it's the earliest time we are taught and teachers have SO much power to influence children. We're also in it for at least 14 years so it's EXTREMELY important. Then politics and public life because we need representation to fight the rights of girls and women. Then paid work because if women don't have money, they have less options and freedom than men. They also need more money as we have periods and children which cost money. Then caring for others. I think all of these are as important as the first few but obviously had to choose.

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