

Table 1: Summary of Public Submissions (by problem identified, analysis of how problem manifests, suggested remedy and allocation of responsibility) from group submissions on the Theme 3: Work: gender discrimination and occupational segregation by gender and the gender pay gap

Problem	How it manifests	Remedy	Who is responsible?
<p>Gender norms and stereotypes; assumptions on type & value of work done by women and men</p> <p>A gender pay gap exists between the pay and pensions that women and men receive</p> <p>The responsibility of care negatively impacts women in terms of work opportunities and pay levels</p> <p>Work culture is incompatible with a work life balance</p> <p>Impact of gender based violence not acknowledged in workplace</p> <p>Sexual harassment in the workplace</p>	<p>Females are overrepresented in part time and low paid work</p> <p>Gender segregation of work</p> <p>Work sectors dominated by women are paid less than sectors dominated by men</p> <p>Women particularly vulnerable to poverty as a result of low pay and pensions</p> <p>Women not reaching senior levels</p> <p>Motherhood penalty</p> <p>Unpaid care work dominated by women</p> <p>Long hours make it difficult to maintain work / life balance</p> <p>Lack of flexibility restricts work opportunities for those who have a responsibility to provide care to others</p> <p>Parental leave insufficient</p> <p>Participation in work impacted by stress / trauma from domestic violence</p> <p>Negatively impacts participation in workplace</p>	<p>Gender quotas to improve balance in representation of women and men</p> <p>Collective bargaining to improve recognition of essential services and wages, contracts and conditions of workers (often women)</p> <p>Legislation for wage transparency & salary scales</p> <p>Introduce the living wage as the minimum wage level.</p> <p>Universal state pension</p> <p>Gender targets in manager KPI's</p> <p>Gender blind interview shortlisting</p> <p>Full transparency in recruitment and promotion</p> <p>Shared parental leave</p> <p>Promote greater uptake of parental leave between women and men</p> <p>Employer flexibility to allow for care work</p> <p>Four day week</p> <p>Flexibility on start / finish times</p> <p>Right to disconnect</p> <p>More parental leave / sharing of parental leave between mothers and fathers</p> <p>Domestic violence leave</p> <p>Ratify ILO Convention 190</p>	<p>State</p> <p>Public and Private Sector Employers</p>

Table 2: Summary of Public Submissions (by problem identified, analysis of how problem manifests, suggested remedy and allocation of responsibility) from individuals on the Theme 3:Work: gender discrimination and occupational segregation by gender and the gender pay gap

Problem	How it manifests	Remedy	Who is responsible?
<p data-bbox="203 405 415 485">Gender Stereotypes about women’s work and men’s work</p> <p data-bbox="203 1423 402 1476">Low value placed on women’s work</p>	<p data-bbox="451 405 756 548">Gender Stereotypes assume women/girls as primary carers and suited to vocational/caring jobs and boys/men as primary earners</p> <p data-bbox="451 579 756 659">Gender Stereotypes link men to work as leaders and women to work as supporters</p> <p data-bbox="451 695 756 806">Education system maintains ideas about what kinds of careers are best for women and men</p> <p data-bbox="451 842 756 924">Care burden on women shapes choices about and access to work and career progression.</p> <p data-bbox="451 959 756 1184">Gender stereotypes shape the organisation and culture of work so that different tasks and expectations are set for women and men contributing to gender discrimination and lack of opportunities for women and men</p> <p data-bbox="451 1220 756 1302">Employment hours and demands deny women and men work life balance</p> <p data-bbox="451 1423 756 1623">Men discouraged to consider ‘women’s’ jobs and Women are discouraged from considering ‘men’s’ jobs. Clustering of women in jobs often involving care that are low paid and given lower value</p>	<p data-bbox="784 405 1213 485">Challenge gender stereotypes about work in education, career guidance and the media.</p> <p data-bbox="784 520 1213 573">Role models of women and men that have entered non-traditional occupations.</p> <p data-bbox="784 609 1213 720">Break the association of specific jobs with a particular gender (promotional programmes to attract women and men into atypical jobs with targets)</p> <p data-bbox="784 842 1213 894">Change work cultures and practices in ways that facilitate and support care</p> <p data-bbox="784 930 1213 982">Public/subsidised accessible, affordable comprehensive child care and home care.</p> <p data-bbox="784 1104 1213 1184">Equalise maternity and paternity leave More flexible work practices (including home working) to enable care and work</p> <p data-bbox="784 1251 1213 1394">EU Work Life Balance Directive Shorter working week Basic Income Create Family Friendly and Flexible work environments</p> <p data-bbox="784 1423 1213 1566">Promote women’s and men’s participation in occupational segregated areas, such as apprenticeships, science and technology for women, and education, health and caring professions for men.</p> <p data-bbox="784 1602 1213 1682">Increase the wages and status of jobs that are associated with women (education, nursing, care work).</p> <p data-bbox="784 1717 1213 1829">Collective bargaining to improve recognition of essential services and wages, contracts and conditions of workers (often women)</p>	<p data-bbox="1235 405 1338 516">State Employer Society Education</p>

<p>Gender Pay Gap</p>	<p>Women in less senior positions in work</p> <p>Women choose work that allows them to care</p> <p>Gender discrimination and bias in hiring and promotion practices (race and ethnic based discrimination in hiring and promotion)</p> <p>Indirect discrimination obstacles to securing legal redress</p> <p>Past and present Gender pay and pension gap</p> <p>Gendered penalty at work in managing biological processes (pregnancy, menopause etc.)</p>	<p>Examine recruitment and promotion processes for gender bias. Gender quotas to improve balance and representation of women in senior roles</p> <p>Employer diversity and equality policies to retain and support women’s career progression (with specific supports for ethnic minority, migrant women, lone parents and women with disabilities).</p> <p>Pay Transparency (Legislation). Gender Pay Gap Bill (sanctions for unexplained gap). Un-conscious bias training Gender blind recruitment practices</p> <p>Workplace equality audits, gender analysis and strategies to secure gender equality</p> <p>Retrospective credit for work within the home.</p> <p>Work based policies to address women’s health issues and those experiencing domestic violence and sexual assault.</p>	
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