

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30014

Name: Kevin Fitzpatrick

### **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.

Lack of Female/Non-Binary Representation in Decision making processes is a barrier in law policy and practice. Education. Greater emphasis needs to be put on a curriculum that doesn't reinforce gender stereotypes and improves understanding of the needs and difference in experiences of people of all gender identities. Reduced input from religious institutions being important to that. Childcare costs and a lack of paternity leave will force gender norms to continue.

- 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 has to put in place an education policy that allows for a breaking down of gender norms, the private sector should be compelled to to have a greater proportion of female/non-binary input at a decision making level. Greater investment from the state should put into childcare services, paternity leave increased, improved services for non-binary people. Stronger anti-hate speech and workplace sexism laws. Greater visibility for female and non binary causes and voices. Reduced influence of religious institutions in national media.

### **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.

Female/non-binary representation at board level and in government

- 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 could introduce penalties for companies who are found to habitually discriminate based on gender Political parties to have a percentage required of female 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.

Cost of childcare, lack of paternity leave, gender norms

- 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.)

Massive investment in childcare services, greater options to work remotely/from home, greater paternity leave, education and breaking down of gender norms including an emphasis on men's roles in care.

#### **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.

Inherent sexism/bias against women, lack of representation, lack of opportunity, gender norms, media and cultural depictions of women, lack of visibility of trans/non-binary people, their opinions and issues in public life, decision making positions, media/culture. Emphasis in investment on male oriented media and sports, lack of funding and/or respect for female/non-binary sport/art/opinions/culture

- 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, enhanced focus on female issues at board/government level  
Education and visibility Greater investment in women's sports and enhancement of female/non-binary voices

#### **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 6
- Home & family life 5
- Education 2

- Politics and public life 1
- Media 4
- Caring for others 3
- Other – please elaborate 7

Less influence from religious institutions in all of the above.

- Please outline the reasons for your answer below:

Education will change the attitude of future generations. Politics and Public Life will put in place mechanisms for a drive towards equality expectations and responsibilities is a huge obstacle Media perpetuates norms and can be a mechanism for change where politics is ineffective put politics comes first Peoples attitudes are a manifestation of their experiences within their own homes and families Paid work will come in time if the others are addressed Other. Religion's views on women

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

This assembly is very important and its efforts are greatly appreciated, not just for women men also. All will benefit in a more equal society. This gives hope that the needs of those less equal will be met in the future and the voices of women and non-binary folk will be better heard and addressed. Thank you and good luck