

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30035

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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.

gender stereotypes are piped into the home and school with varying degrees of censorship and filtration. The media and its role in shaping minds and perceptions of gender is often under-examined, again perhaps with varying degrees of media literacy being a factor at play. Gender stereotypes codified in media outputs from the cartoon to the social media sting are subliminal with hidden and subtle signs (think camouflage - visually, and a barely audible whisper audio wise, or varying audio levels from soft to aggressive).

- 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 most indelibly made impressions probably happen in childhood, therefore the education system certainly should take steps to educate children in media literacy, new media literacy in sign systems both audible and visual. Pupils should be taught how to interrogate media messages, to measure and detect levels of authenticity in and of communications. The onus is on the education system to facilitate critical thinking rather than passive use of software and consumption of audiovisual productions.

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.

I'm interested in how this question is phrased, framed and codified. Men work in low paid jobs, whereas women dominate low paid professions by virtue of their inherently domineering nature. I read this question as a statement denoting - women are worsening the pay gap by dominating low paid professions. Interesting phraseology and semantic codification for a question about gender and money.

- 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.)

This is the Female domination question. perhaps it's because women are so domineering, as posited by the question itself, that there is so much gender pay gappy-ness. Perhaps the key barrier/obstacle and challenge to gender equality under the theme of Work: gender discrimination and occupational segregation by gender and the gender pay gap, is language itself. Or perhaps women need to be taught to be less domineering and to retreat from the low paid professions. If women could just stop dominating low paid professions? What if all females were to be phased out of low paid professions? (like the graduated incremental phasing out of single use plastics from Dublin City Councils staff canteens).

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.

The question seems to dictate the answer - "the cost of childcare has been identified as a particular barrier to work for women"

- 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.)

TBC

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.