

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30040

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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.

I think now with the way societal norms are being broken that there is too much focus on Girls rather than Boys and now the Education as shown by results is actually discriminating against Boys, This needs to be equalised

- 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 whole lot should undertake audits to ensure fairness and equal opportunities for girls and boys

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.

Women who choose a Career rather than have children have an equal chance of success as Men do in most areas of work. There are areas of work now where Women outnumber men say in Teaching Legal areas

- 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.)

Equality Audits to ensure training and promotion opportunities provided meet the needs of both women and men.

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.

Inequality in Guardianship family law courts disallow those men that want to care. Child allowance made equally payable to Mothers and Fathers. How can you go against the natural genetic drive of a Mother to want to be in a Carer role more than a Man? More appropriate payment for qualified Childcare and other Care positions

- 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.)

Everyone

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.

Unless a Woman wants to stop Caring and having Children how can you expect her to have equal qualifications and experience to a Man unless she is exceptional or Superwoman? The Dail is anti family friendly and the hours and times that it is held make it that way. Make it 9-5 M-f except in exceptional situations plus cutback the overlong holidays that it does not meet. Discipline its debates more where cat calling jibing and interruptions are banned etc. Make the debates more rellevant appropriate and effective

- 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.)

Everyone

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

The Family Law system discriminates against single fathers therefore disallowing them from having the Parenting and Caring Impact that they should have in their childrens lives. Also it hits them disproportionately more financially than Mothers. Another inequality is that Parental Alienators are allowed to get away scot free with abuse whilst the Victims Mothers and Fathers and the Children are all abused by the Alienators and the State through the lack of effective Family Law courts and systems

- Please outline the reasons for your answer below:

Having Children is a Choice that effects every other determinant especially financial and in promotion. Caring is mostly left to Women as they are naturally more Caring and sadly All forms of Caring (including Family Carers) are undervalued and under rewarded in Ireland. The unfit for purpose and unequal Family Law system affects all divorced - unmarried and separated Fathers more disproportionately than Mothers plus negatively affects Mothers and Fathers who are Alienated too. Alienated Fathers make up 80% of these victims so are also hit with inequality again. Paid Work can only be qualised if Women stop having children. Education is becoming too feminised thus becoming discriminatory against Boys. Women will get elected if they make the choice to sacrifice Caring and are good enough.

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

No mention of Health? HSE services are more feminised and spending is disproportionately higher on Females especially regards Cancers. If Health was equal we would not see four times as many Men die by Suicide and seven times that Number of Male Travellers again!! A Crisis ignored?