

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30047

Name: Jon Ryan

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.

This question badly designed, in so far as it assumes that there are barriers already in existence. I don't believe that there are any. However I am fully open to changing my mind on this if presented with any convincing arguments.

- 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 question assumes that I have listed issues in the previous question. Given that I haven't listed any issues, there is nothing to address.

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.

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Again, the questionnaire is badly designed in so far as it assumes the difference between male and female pay is based purely on the grounds of gender. The pay gap is predominantly due to the different choices that males and females naturally make, as based in biology.

- 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.)

I think that parents should find out the facts and history, and then they should inform their children. No interference from sources outside family are required.

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.

This is something the family need to decide.

- 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.)

This is something the family need to decide.

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.

I disagree with the premise on which the question is based, so I cannot comment further.

- 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 issue should not require government intervention.

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 3
- Home & family life 6
- Education 5
- Politics and public life 2
- Media 77
- Caring for others 4
- Other – please elaborate 1

The entire survey is biased, in my opinion. The questions are laid out in such a manner as to assume that there is a list of gender inequality issues and responders need only say which of the assumed issues are most applicable. There was not one question in the survey that allowed respondents to provide a viewpoint. It's as if the

public are being guided by the group so that the results of the questionnaire will simply compound and validate a viewpoint that the group have already concluded.

- Please outline the reasons for your answer below:

The ranking system was biased, based on my answer in the previous question.

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

I look forward to somebody contacting me officially about my responses in this questionnaire so that I can elaborate on my answers and further voice my concerns. I believe the methodologies used to create such a biased questionnaire need to be addressed.