

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30070

Name: Name with Secretariat

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.

These are social issues that can only be addresses by education and attitudes. Laws should be identical for men and women as much as possible and where laws differ based on gender can cause direct and indirect barriers

- 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.)

Giving fathers the same leave (in law) as mothers in maternity leave encourages fathers to take a more active role in the home, exposing the children to a more gender balanced environment at home. Children could also be exposed to more male role models in schools by having a better balance of male and female teachers by encouraging men into teaching as a career.

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 may be discriminated from getting hired from certain jobs because unlike men, they get long periods off work during paid maternity leave.

- 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.)

By changing the law to give equal maternity and paternity benefits to mothers and fathers e.g. similar to iceland, employers will not be able to discriminate hiring based on bias towards paid parental absence by one gender over the other.

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.

Family courts during divorce proceedings almost always award child custody to mothers regardless of what's best for the children (except extreme circumstances). Good fathers are forced to fight for custody and visitation rights to their children and typically get less than 50% custody. Apart from exceptional circumstances, 50/50 custody usually is better for the children and both parents, particularly in terms of gender equality.

- 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.)

Family courts should begin with the assumption of 50/50 child custody during divorce proceedings and then only change that balance if one parent is unfit for that responsibility or the parents agree to a split that is not 50/50

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.

Men are often willing to work greater hours and more dangerous jobs which can mean greater income. Men and women naturally have different interests. Men tend to have a greater interest in politics, systems and mechanics and that's difficult (and possibly also unethical) to change.

- 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.)

Positions should be awarded based on merit, not gender. Gender quotas are sexist and should be abolished unless its applied equally for both genders across all fields of work. We should strive for equality of opportunity in law and not equality of outcomes. Trying to achieve equality of outcomes from a gender perspective usually comes at the cost of decreasing equality of opportunity for the other gender which is NOT true equality. By changing the law to give equal maternity and paternity benefits to mothers and fathers e.g. similar to Scandinavian countries, women will not be disadvantaged in terms of career advancement due to spending less time at work compared to men after having children.

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

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

Pre and post nuptial agreements are not recognized in Ireland which is an issue in divorces particularly for male farmers who have to give away their land which is their source of income. Couples should be allowed to have a legally binding agreement in marriage to exclude inheritance and pre-marital assets from being divided in the event of a divorce as is commonly seen in most other developed countries. Women usually get over 60% of the assets and benefits including the family home after divorces leaving men in difficult situations such as becoming homeless, depressed and often leads to male suicide.

➤ Please outline the reasons for your answer below:

"Other" is placed at the top because Ireland is far behind other countries in this basic legal right. It contributes to divorce inequality which contributes to male suicide which is currently four times higher in men and what is the price of life? Home and family life is second due to inequality caused by differences in maternity and paternity leave and unfair legislation, structures and practices in family law. Education is third because it's important and healthy for children to have balanced exposure to male and female figures, however only 15% of primary school teachers are male, only 32% of secondary school teachers are male and 0% of university equality officers are male. Paid work is last because studies have shown that gender pay-gap is a myth. Studies have shown that "As far back as 1971, single women in their thirties who had worked continuously since high school earned slightly more than men of the same description. As far back as 1969, academic women who had never married earned more than academic men who had never married."
<https://www.washingtonexaminer.com/thomas-sowell-takes-down-the-gender-wage-gap?fbclid=IwAR1YOZaZTI5mjSIWS5vllj8AKyK9FQj4m5E7zQ5sngAF6GzEssPmQRiI2aY>

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

With children/infants, Female Genital Mutilation (FGM) is illegal in Ireland but Male Genital Mutilation (MGM) is not illegal. MGM is barbaric, dangerous, traumatic and irreversible and should be made illegal just like FGM. For adopted children, only the female parent in Ireland is entitled to the maternity leave benefits. This is unconstitutional and discriminates against married men. Unmarried fathers in Ireland have no automatic legal rights to their children. This is sexist, disgraceful and unjust. If a woman is pregnant, she can choose to have an abortion and the man can't stop her. If she chooses to have the baby, the man must pay child support and does not have a choice. Ireland should follow other countries which allow fathers to terminate their rights and responsibilities to their unborn children if they choose to. Men are increasingly the systemic victims of a culture of false allegations of sexual and other abuse. Courts should have more severe consequences for those that are proven to have submitted false allegations. One-in-three victims of domestic violence are men, but their plight is too often ignored in law and dismissed by society. Womens issues are often debated and protected in Ireland with mens issues taking the back seat or ignored e.g. the fourth topic in this survey. Research in the UK shows that prostate cancer now kills more people than breast cancer however breast cancer receives three times more funding than prostate cancer.

