

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30162

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.

Lack of visible role models in non-traditional roles e.g. female surgeons, male nurses. Gender stereotyping in toys, fancy dress etc. At Halloween for example costumes are consistently stereotyped, female skeleton is pink and has a tutu, male skeleton is black for example. Consistent stereotyping across society. Also critical is lack of support to working women. High cost of childcare / implicit criticism of working mothers. Rarely hear term working father's used by policy makers - subtle insinuations that working women who are also mother's are making poor choices. Failure to recognise that families come in all shapes and sizes - many women are now the main earners in families and many families have two earners. Lack of adequate, affordable childcare is a very significant barrier to equality.

- 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 and education system need to take a lead. Many large private sector companies have recognised the need to improve their diversity in the workplace and have active plans to achieve this. Need to extend out now to SME companies.

### 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 typically ask less for pay rises and promotions having a different approach to men. Changing this requires focus when children are young to encourage confidence across boys and girls, positive role models for girls particularly in different occupations.

- 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.)

Education system as mentioned above. Ongoing focus on removing bias from the private sector in wages, terms and conditions etc.

### **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.

- 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.)

**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.

