

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30166

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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.

The Constitution, being the social contract between women living in Ireland and the State.

- 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.)

Implementation via legislative process following Citizens Assembly wording and recommendation

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.

Necessity for women to stay at home for child care. Lack of career progression following 'absence' due to maternity leave. More flexible working for women of all ages / stages in career.

- 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.)

It requires a joined up approach from all agencies and systems working proactively to end the imbalance that exists for working women. Underpinned by legislation.

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.

Recognition through social credits that the work of the carer is critical, cannot be replicated by the State, saves the State money, exists on goodwill, creates burnout for carers and is appreciated by society.

- 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.)

Department of Social Protection, Revenue and DP&ER.

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.

The 5 themes are interlinked as to causal reasons. Media representation is a critical success factor. As is the visibility of women as is increasing in sport, 30% club, higher education etc. Quotas are a flawed solution that should be time limited and yield actual results.

- 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.)

Access to health, Access to Equal Opportunity and Access to Education for women must be increased by mandate. Women in disadvantaged groups are at risk of becoming more marginalised to the point of no return. This is a successive government issue. Perhaps a model similar to Slaintecare to show cross party commitment and not just optics.

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

There are scant historical cultural references for women in Irish Arts including Literature and Song.

➤ Please outline the reasons for your answer below:

Based on the newtwork of women of all ages who I am connected with via family and personal connections

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

N/A