

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30235

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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.

Early Childhood is still very role based, A trip into Smiths toy shop or Toymaster quickly shows how biased towards gender roles toys still are. It is difficult to choose toys that are gender neutral. Negative Female language is still very much in use 'throwing like a girl' 'A big girls' blouse' simple being 'like a girl' is negative.

- 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 should encourage companies to produce gender neutral packaging and more images of reversed roles, for example, a toy kitchen with a boy on the front and a spaceship or truck with a Girl. Private companies could be important players in this. The Education system and the workplaces could play a role in changing and not tolerating negative sexist language.

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.

Perceptions of women as other or lesser to men means their roles and therefore work is also perceived as inferior and less valuable than men, Women are penalized for having children, caring for family is not economically valued,

- 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 should provide childcare which is affordable, The state should increase wages to carers to reflect its true value to society. The state and education system could value the role of parents and careers, The value of many low paid jobs such as cleaners or childminders could be improved

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.

Paying people a proper wage for caring roles would help to raise the perception of these jobs Paying childcare workers a proper wage would help address the shortage of places

- 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 has a role to play here. Education is very important especially at primary school to change the perception of caring roles. The state should provide childcare

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.

Women are still held to a different standard than men and receive more threats of violence against them on social media, this abuse needs to be addressed. As women are not encouraged to speak out it is difficult to find a voice to take part in public life. Women voices are sometimes referred to as 'shrill' or nagging these perceptions act as 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.)

Tech companies could do a lot more to stop the online abuse of women, the state will probably have to force them to do so.

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 4
- Education 1
- Politics and public life 2
- Media 5

- Caring for others 6
- Other – please elaborate 7

➤ Please outline the reasons for your answer below:

Education is critical to challenge and change perceptions. Politics and public life can provides mechanism for change. Paid work is important to add economic value

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

Sex based rights for women and girls should be strengthened. The removal of segregated spaces in changing rooms and toilets are barriers for women's participation in public life. There should be better access to barring orders and help and support for women who are victims of violence.