

## PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

### QUESTIONNAIRE

CA30168

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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.

- Societal expectations that a person born with certain genitals must conform to a set of norms regarding behaviour, interests and career choice challenge gender equality.
- Some single sex secondary schools limit the subject choice of their pupils e.g. lack of design technology subjects etc
- There are a lack of male teachers in primary schools and pre schools
- Government policy should be informed by gender equality.
- The wording of certain statutes of the constitution need slight amendment.

- 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 – constitutional amendment Education sector – opening up subject choice, recruiting more male primary and pre-school teachers

#### **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.

- Even in female dominated professions e.g. education, nursing, most senior managerial positions are held by men e.g. Lack of female CEOs • Sexual harassment in the workplace

- 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.)

- General support for women in the workplace

### **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.

- Detrimental affect on career of maternity leave or breaks in service to care for children or older family members e.g. promotions • Breastfeeding breaks • The emotional/mental load taken on by some females in the house they share with some men can be enormous. • burden of caring roles falling on females • mental health issues of men • Poor pay for health care assistants and those who work in the early years sector shows a lack of respect for this work

- 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.)

- Recognition of the importance of caring occupations

## **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.

- Poor representation of women in the Dáil, Seanad and local authorities
- Negative media reporting of women

- 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.)

Increased positive discrimination

## **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 1
- Home & family life 2
- Education 3
- Politics and public life 6
- Media 55
- Caring for others 4
- Other – please elaborate

- Please outline the reasons for your answer below:

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