PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30213	Name: Lawrence Carvalho

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.

> Barriers Adult learned ideas depending on gender roles leading to exclusion of social roles and tasks.

➢   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.)

> Early Education systems from Creche, primary schools & parent association, Sports Clubs promoted through Government media.

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.

Pigeoned holed roles like social care because of the gender at birth drummed by society with Government media driven ads.

➢ 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.)

Government should not gender profile through mainstream & social media campaigns.

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.

Lack of support credits for all parents with 32 county communities.

➢ 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.)

Government should promote community led initiative for parents regardless of their stage in life whether caring for children or parents.

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.

Main stream & social Media, under representation of women in leadership roles in society at an early age.

➢ 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.)

Role models help change and boost strong women leaders

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

Art & history appreciation

➢ Please outline the reasons for your answer below:

I am a Dad of beautiful 13 year old who I want all the opportunities that life has to offer. It is up to her to decide what she wants to do with her life.

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

Please share this link with local authorities in 32 counties of Ireland as our sisters, mothers on both sides of the border fight for the same rights.