

PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

QUESTIONNAIRE

CA30224

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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.

Lack of men in female dominated jobs and women in male dominated ones Selection mechanism, discrimination , lack of regulations and formal criteria for selection to jobs or courses

- 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.)

better recruitment and promotional practices - formalised and transparent shared curriculum in school and biology and home economics to be taken by all children

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.

female skills are not recognised and need formal recognition so that they are rewarded financially domestic and care skills are considered 'innate' not 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.)

all sectors should address how skills are valued and rewarded. Normally it takes certification and educational development to get skills recognised. Carers for instance need more education and knowledge to fully develop their skills and knowledge of patients needs. Such recognition could increase pay levels

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.

create great expectations among mothers that fathers should be jointly responsible for childcare ; greater focus on role of fathers; greater awareness of father /child relationship often only recognised after divorce when fathers often engage more with children. Greater demands made on men to care for children more often; more education for men on childcare; similar flexible times of work and leave for me as for mothers paid paternity leave that is confined to fathers ; changes infamy taxation systems to address children not spouses

- 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.)

to many to state her - broad cultural change needed in every segment of society more male teachers,nurses , care staff and childcare workers

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.

Men discriminate against women; parties should engage in active recruitment of members and equal numbers of men and women should be nominated. Greater information on political parties, selections systems and access to political roles
There is no on going monitoring of gender equity in newspaper articles, radio and tv hosts etc. The male;female ratio in all of them has declined. RTE radio a poor example ; TV circulates the same few people the whole time ; very little open recruitment ; personal networks dominate in politics, radio and tv ;little diversity

- 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.)

Taxation system needs to be evaluated and individualised and tax credits for children and childcare considered. Spousal taxation systems leave women vulnerable as marginal earners, who may leave their employment with negative consequences for them in later life. marriage should be a formal legal contact and roles specified and finance matters explicated

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 3

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

the above question is not a good one - inequality in all sectors matter what does "matter most" mean? has the most negative effect on people's lives, is the most important to eliminate?

- Please outline the reasons for your answer below:

They are interact and sustain each other - women are still a minority ... do more care take responsibility for children as carers and providers, and for elderly. still more likely to be dependent on men but this should be declining ; childcare payments seen as responsibility of mother - deducted from her salary even when fathers are working too. A mother has to buy her childcare to work while men expect wives to opt for staying at home for which they benefit. Greater equality in domestic division of labour; gender audits for all workplaces to raise awareness of a gendered society

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

gender inequality is systemic and needs to be addressed at all levels and each sector interacts with the other. Women need to value their own right to use their capabilities and be able to live independent lives - not dependent ones.

