Table 4: Summary of Public Submissions (by problem identified, analysis of how problem manifests, suggested remedy and allocation of responsibility) from *individual and group submissions* on Theme 4: Women's access to and representation in public life and decision making

Problem	How it manifests	Remedy	Who is responsible?
Women are under-represented in public life and decision making	Existing structure of public life acts as a barrier to women's access Gender stereotyping about women as leaders Women held to different standards than men Hostile environment for some women Lack of female role models in public life Public roles organised to support traditional ideas about men	Redesign structure to facilitate inclusion of more women Education to challenge gender norms and stereotypes about who should participate in public life and whom can be a good leader Provide resources and programmes to support women's greater participation in public life (training, cultural change in organisations and maternity leave) Extend gender quotas to local and Seanad elections	Political system / State Media Business Education System
Demands of Political office incompatible with care giving and family life	Lack of provision for care duties is a barrier to women participating in public life Political Parties maintain culture and practices that make it hard for women to gain access to and secure political office.	Address gender inequalities in care including provision of public childcare Promote flexible working hours and family friendly policies in public life Provide access to maternity leave for female politicians Gender sensitive candidate recruitment and selection processes Gender sensitive parliamentary process, procedures and rules of conduct Extend gender quotas to local and Seanad elections Extend quotas beyond candidacy to seat holding Training and resources directed at women interested in political office	Political Parties State
Women are under-represented in leadership positions in higher education	Lack of transparency in recruitment processes Lack of female role models in higher education	Improve transparency in recruitment processes Adopt gender targets and quotas Increase funding and support of initiatives to promote female leadership in higher education	Higher education sector / state
Women are under-represented on company boards and in senior leadership positions in business	Concentration of women in low paid work Lack of female role models in business Culture, networks and structures of recruitment and promotion in corporate life advantage men	Introduce legislative gender quotas Introduce policies to mitigate against unconscious bias in recruitment / promotion Introduce mentoring programmes for women in business and female entrepreneurs	Business communities / state

Women are under-represented in media. Gender stereotypes influence how women are represented in the media	Lack of gender balance in media programming Lack of coverage of women's sport Stereotyped representations of women and girls in media and social media	Introduce gender quotas to achieve gender balance in the media Increase media coverage of women in sport Implement gender sensitive policies and programmes in media organisations Increase resources for women's participation in radio, film and television industry	Media organisations / state
Women from minority groups are excluded from decision making and wider political processes	Traveller and Roma women, women with disabilities and migrant women are underrepresented in public life Lack of diversity of role models in public life	Support education, mentoring and training Introduce gender and diversity quotas and targets to increase representation and participation in public roles	State