

# PUBLIC CONSULTATION - CITIZENS' ASSEMBLY ON GENDER EQUALITY 2020

## QUESTIONNAIRE

CA30238

Name: Community Work Ireland

### **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 portrayals stereotype gender roles and are reflected in the media, the education system, the books that we read. These portrayals are internalized by all genders and inform understanding of ability or inability by gender. This is the key barrier

- 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 - changes to the Constitution, strengthening of the equality legislation, education programmes to encourage changes in attitude and behaviour Private sector - interventions to address gender inequality in governance and employment, including i

### **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.

The gender pay gap is a complex phenomenon. Women are concentrated in low-paid work and low-paid work is predominately done by women. In addition, women dominate the lower ranks of the professions. The gender pay gap really takes effect when women have ch

- 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.)

There needs to be strategic interventions to re-balance all employment sectors to ensure that women do not dominate in the lower streams of employment. Legislation needs to be introduced to protect women from the gender pay gap, particularly as a result o

### **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.

The stereotype of care roles has not been challenged at a societal level.

- 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.)

Education that starts in schools but includes a publicity campaign to highlight the issue

#### **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.

It is not enough to say that women are under-represented, though they are. We must ask why women are under-represented and for whose benefit the structures on which they are under-represented are designed. T

- 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.)

Structures are predominantly designed by men for men. This must be challenged and structures must be redesigned to facilitate women. The concept of 'women's representation' must also be challenged and unpacked. Representation must reflect the diversity of

#### **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 3
- Education 5

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

➤ Please outline the reasons for your answer below:

There is a need to start at the top - decision and policy-making level

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