

Recent developments to promote gender equality in Ireland

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Social norms and attitudes

- ▶ Higher education
 - ▶ Gender Action Plan
 - ▶ Women-only professorships
 - ▶ Research
- ▶ Education
 - ▶ STEM, Apprenticeships
 - ▶ Social Personal and Health Education curriculum
- ▶ Sport
 - ▶ Women in sport programme
 - ▶ Ladies' Football and Camogie finals free to air
- ▶ Several are commitments in the *National Strategy for Women and Girls*
- ▶ Some are commitments arising from equality budgeting

MEN AND WOMEN'S SPORT...



THE GAMES



THE MEDIA COVERAGE

INKLILT

JUNE
88

\$1.95

BAD HOUSEKEEPING

THE MAGAZINE FOR WOMEN WHO COULDN'T CARE LESS

200 Meals You
Can Whip Up In
Under 10 Seconds

How To Ignore A
17-Inch Dustball

"I Let My
Houseplants Die":
One Person's Story

Defrosting With
Dynamite

and much,
much more!



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N. Chest

Social norms and attitudes

- ▶ Film and television
 - ▶ Film Ireland's Gender Equality Six Point Plan, specific funds for women in film
- ▶ Broadcasting Authority of Ireland
 - ▶ Gender Action Plan, Sounds and Vision fund commitments
 - ▶ Code to avoid gender stereotyping in commercial communication aimed at children
 - ▶ Advertising Standards Authority of Ireland code
- ▶ Domestic violence
 - ▶ Strategy on Domestic, Sexual and Gender-Based Violence
 - ▶ Ratification of Istanbul Convention
- ▶ Sexual Offences Legislation, 2017, decriminalised prostitution
- ▶ Not much on the position of men!



Pay Inequality, Participation In Public Life, Women In Work

- ▶ Recent developments build on many years of anti-discrimination laws
- ▶ Gender pay gap -
 - ▶ Gender Pay Gap Information Bill
 - ▶ Ongoing work via National Minimum Wage
 - ▶ 2019 legislation on hours of work
- ▶ Gender balance on state boards -
 - ▶ Target of 45% women
- ▶ Gender balance in senior positions in civil service -
 - ▶ Aim of 50/50 representation in senior appointments



" YOU'RE KIDDING! YOUR LEADER IS A MALE! "

Pay Inequality, Participation In Public Life, Women In Work

- ▶ Gender balance on boards of large companies -
 - ▶ *Balance for Better Business Group*,
 - ▶ target of 33% women on boards by 2023
- ▶ Gender balance in Dail elections -
 - ▶ 2012 Electoral Amendment Political Funding Act
 - ▶ Does not apply to local elections however



"Mommy can't take you to Katie's house.
Mommy is busy cloning a slime mold."

Caring

- ▶ Paid Paternity Leave, from 2016
- ▶ Paid Parent's Leave, from 2019
- ▶ Extended Parental Leave, from 2019
- ▶ National Childcare Scheme
- ▶ All good but long after other EU countries!
- ▶ Long maternity leave, but pay is relatively low



WHAT HAPPENED TO
YOUR PATERNITY
LEAVE?

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Caring

- ▶ Home Caring Periods Scheme
- ▶ Independent access to PRSI for spouses/partners of self-employed working in same business
- ▶ Commitment to look at individualising welfare payments
- ▶ Carer's Strategy
 - ▶ Increased hours of work allowed for those on Carer's Allowance
 - ▶ GP-only card for those on Carer's Allowance and Benefit
- ▶ However caring in Ireland very reliant on unpaid family care, or low paid formal care
- ▶ What do we not have?
 - ▶ Right to work part-time for those with young children
 - ▶ Short-term leave to care for sick children



Thank you!

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a modern, layered effect against the white background.