



**Maynooth  
University**  
National University  
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Citizens Assembly on Gender Equality

Work and Welfare

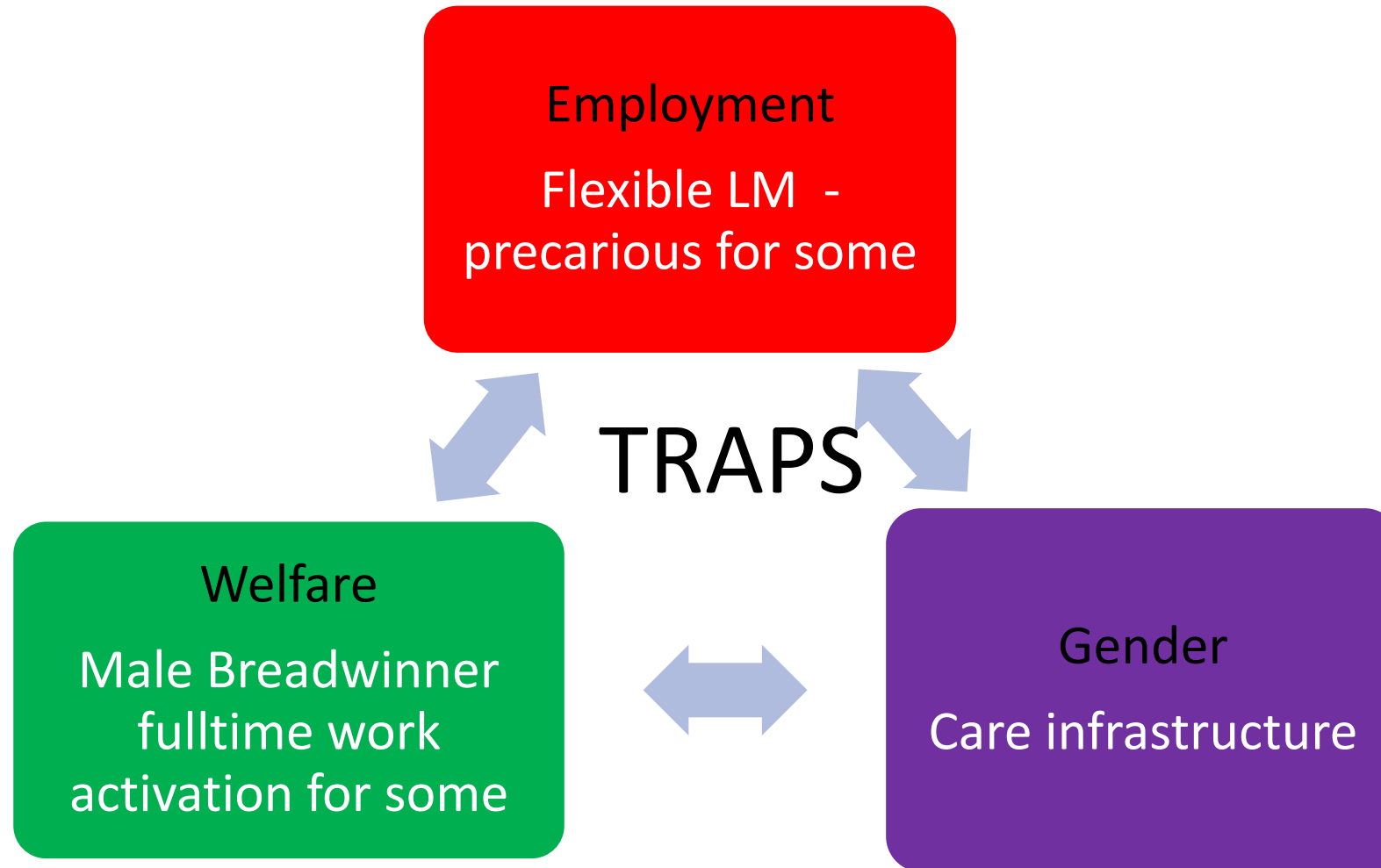


# Content

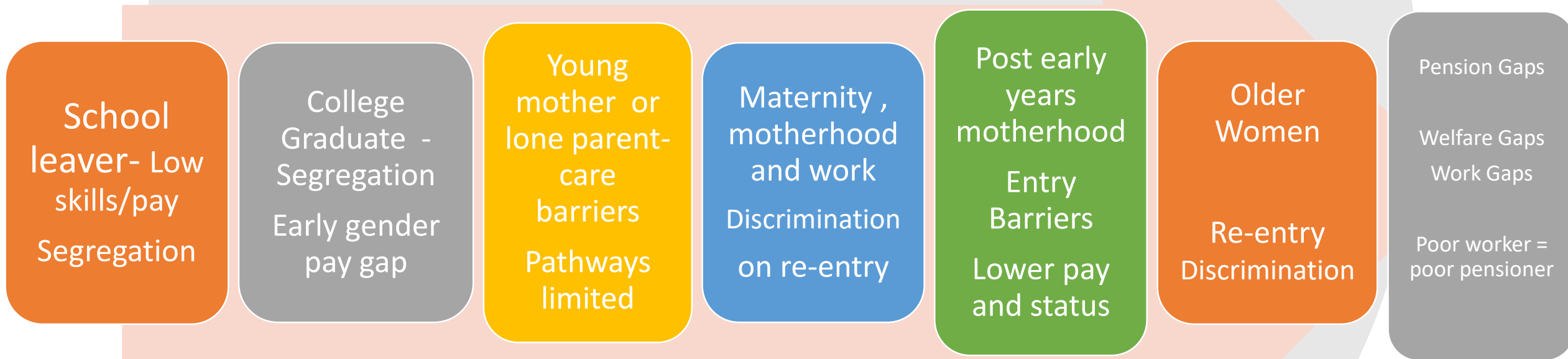
- Concept : interaction of care, employment and welfare across the life cycle
- Problems: Male breadwinner tax and welfare, careless activation and gendered traps
- Solution: a feminist model – equal sharing of care and paid employment and welfare reform
- Take aways: Careful activation, Participation income pilot, Individualisation, decent part time work
- Issues reflected by Russell, Grimshaw and Cullen in previous sessions

# Welfare, employment law & gender regimes - gendered traps (Daly 2011)

- Traps



# Life cycle – key transitions between Work and Welfare



# Male breadwinner system - gendered inequalities in welfare

- Household assistance payments based on adult and qualified (dependent adult) – ‘limited to 1.7% payment
- 90% qualified adult women – need individual payment
- Means testing earned income can act as disincentive for second earners
- In Work Benefits are family based and need reform
- 100,000 invisible women – no Social Insurance/PRSI/Employment supports – pension poverty



**Individualise welfare payments & employment supports as rights/default practice**

# Male breadwinner system - gendered inequalities in TAX

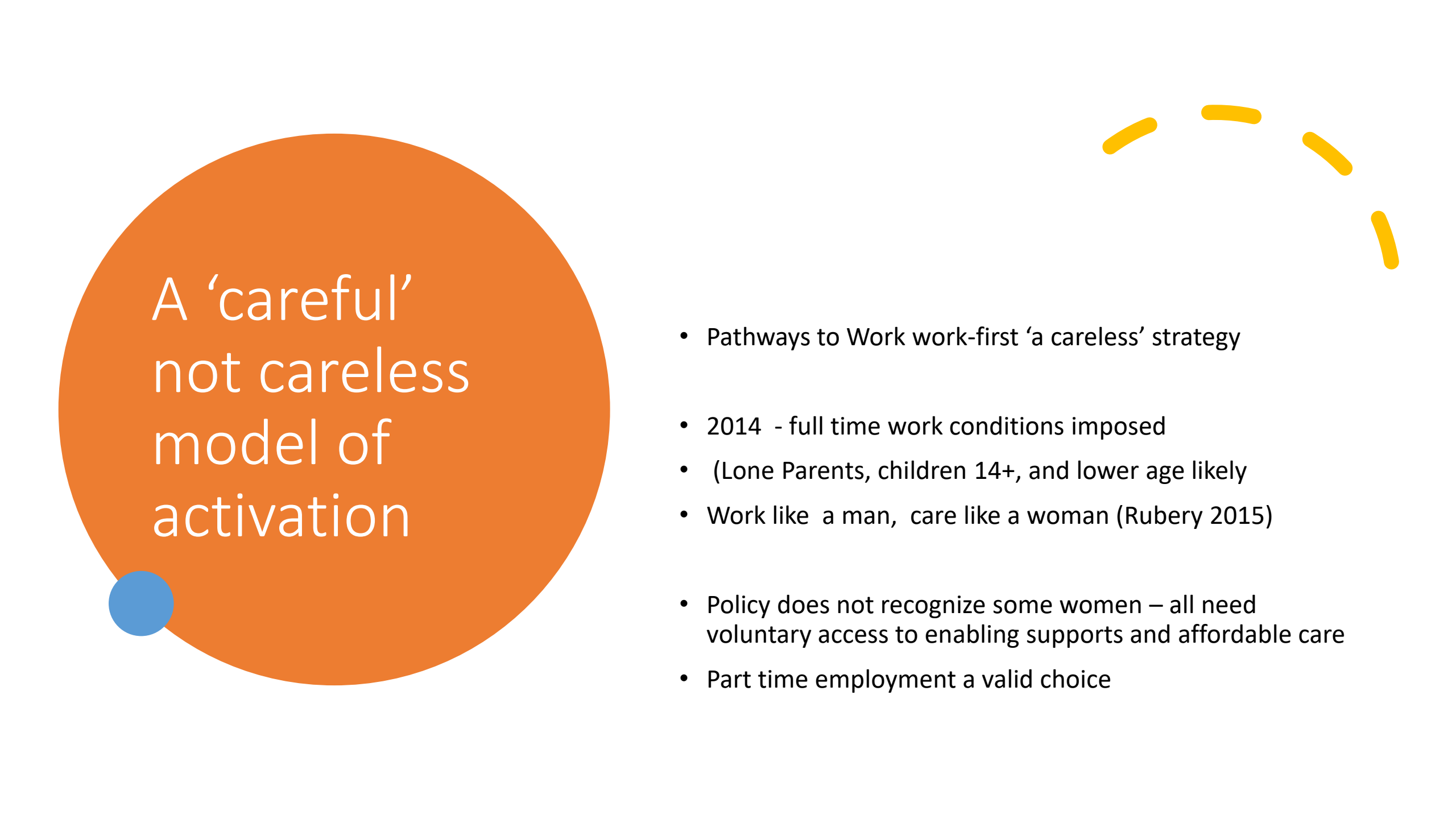
- Household assessment – some partial individualisation
- Women often transfer tax credits in joint household assessment

Undervalues women's economic contribution, disincentive for second earners'

Credits reinforce 'wifely labour', should be connected to 'care roles' (NESC 2020)



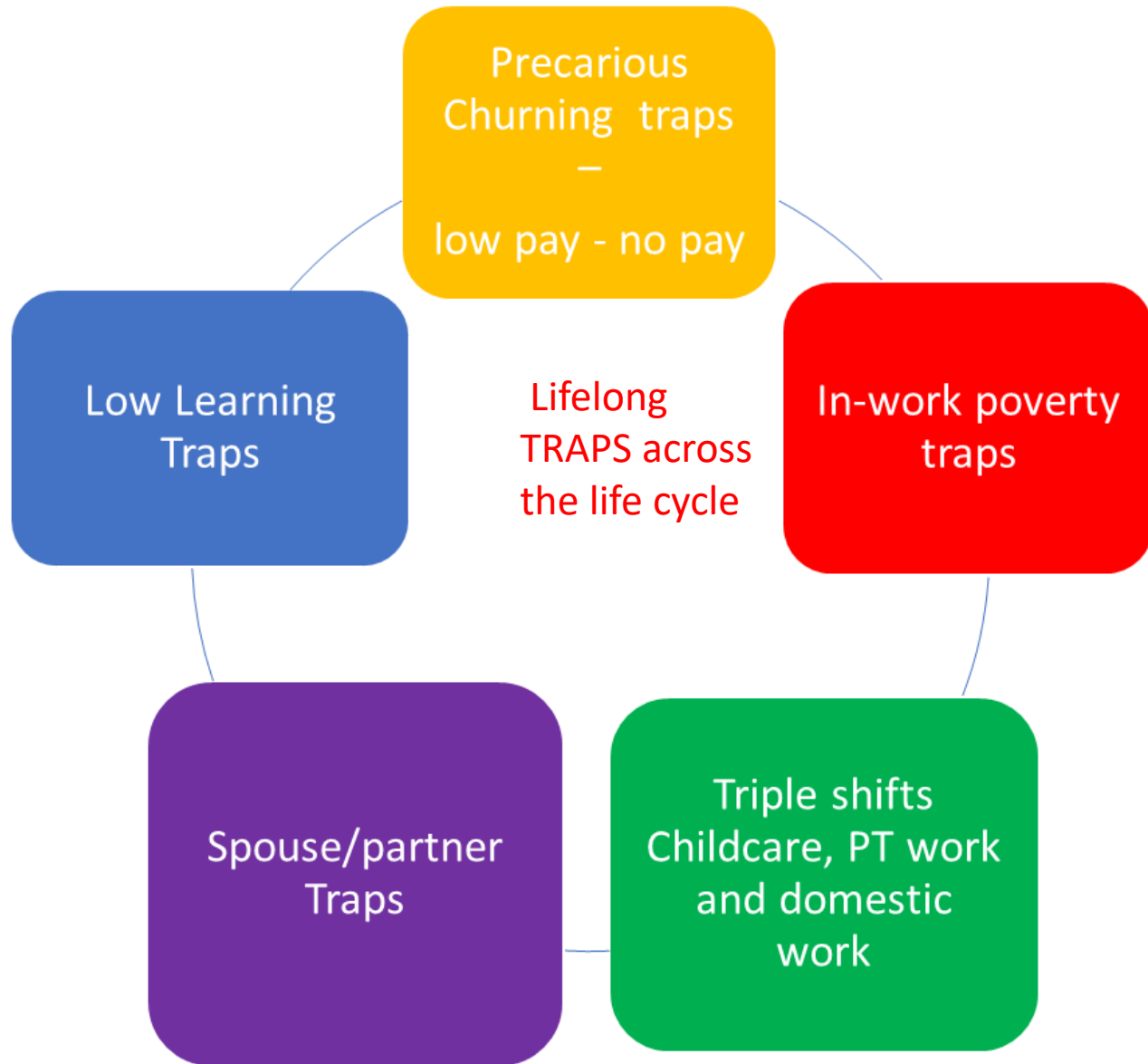
Individualise tax credits as rights and default practice



# A 'careful' not careless model of activation

- Pathways to Work work-first 'a careless' strategy
- 2014 - full time work conditions imposed
- (Lone Parents, children 14+, and lower age likely)
- Work like a man, care like a woman (Rubery 2015)
- Policy does not recognize some women – all need voluntary access to enabling supports and affordable care
- Part time employment a valid choice

# Problem of precarity traps and low paid work (30%)





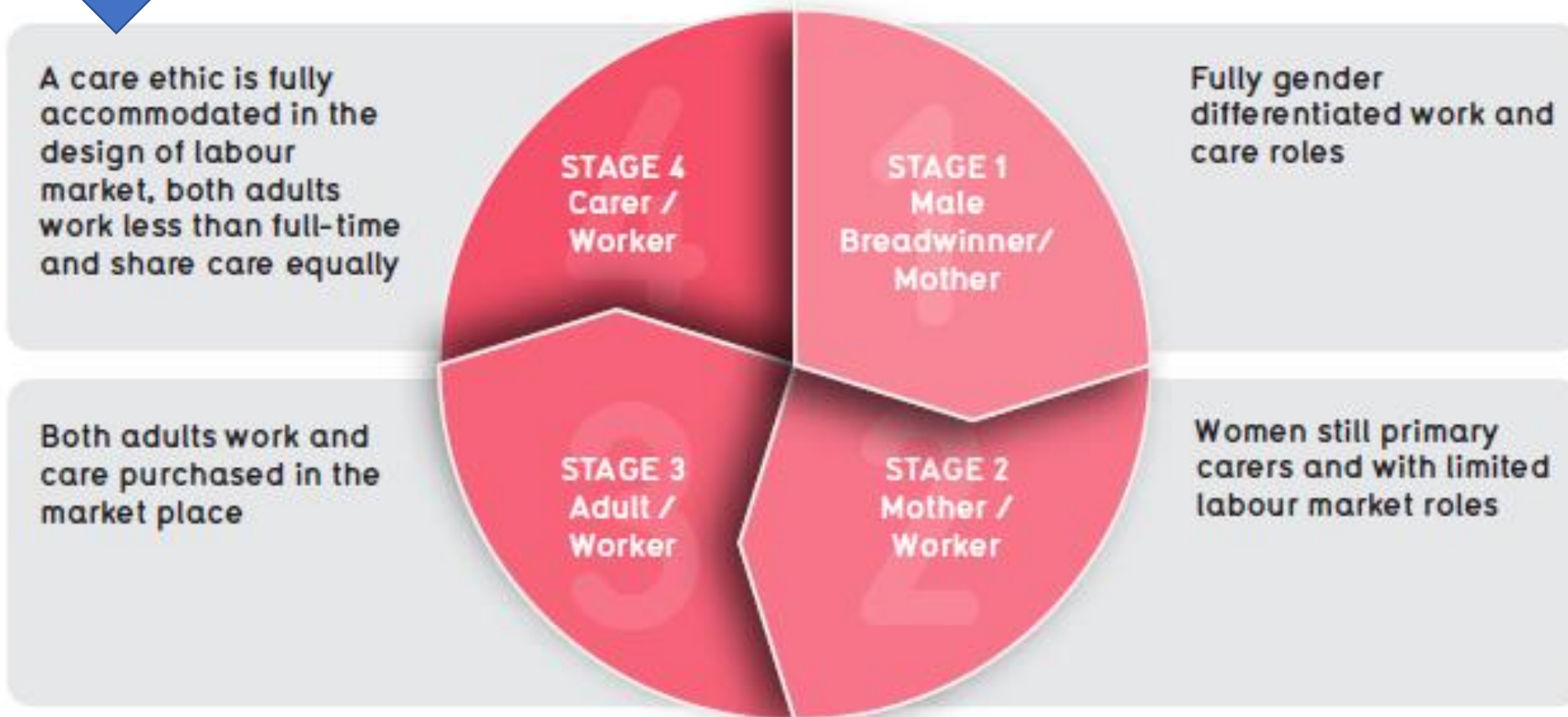
What  
is to  
be  
done?

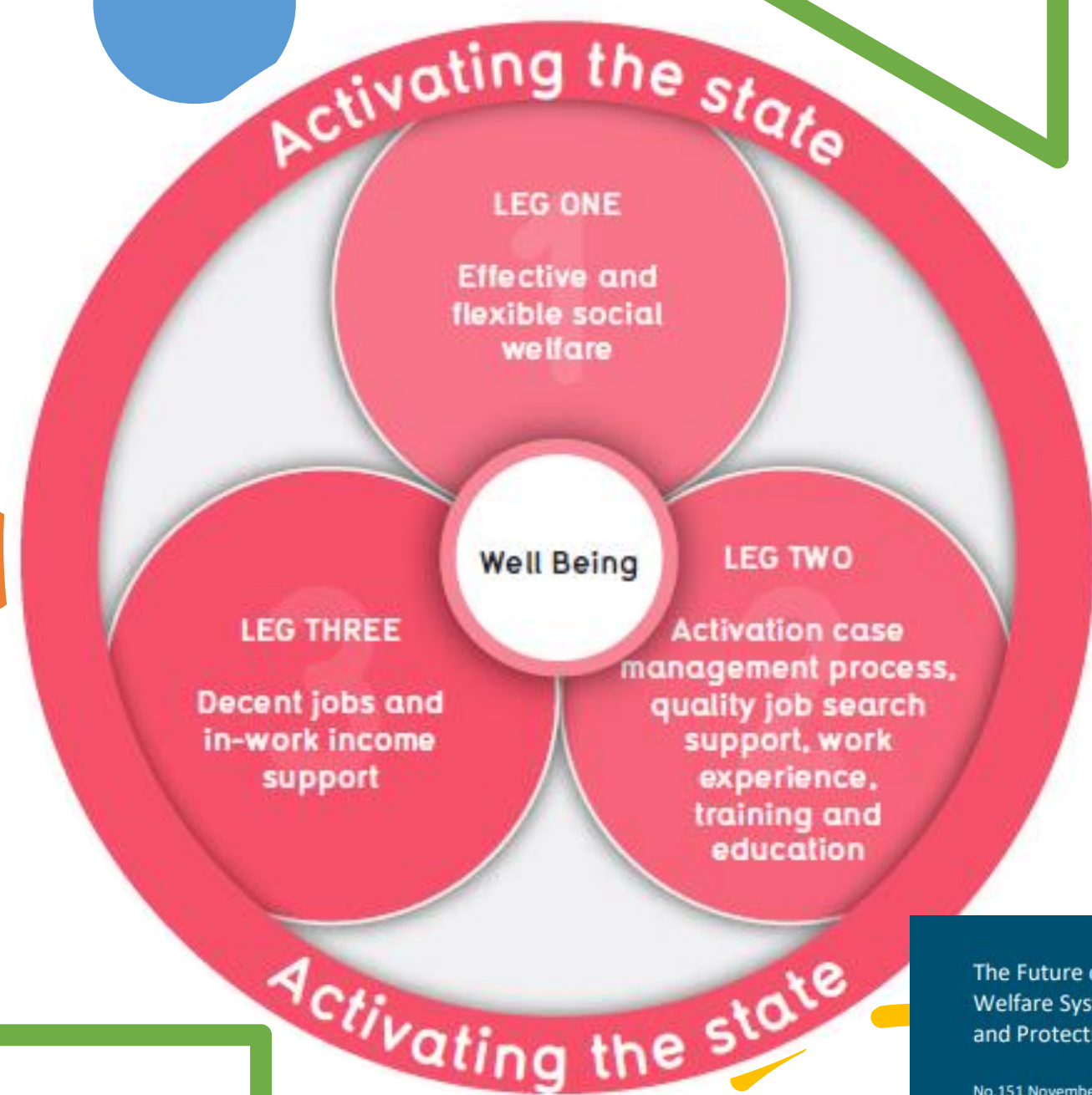


The Future of the  
Irish Social Welfare  
System: Participation  
and Protection'  
NESC Nov 18<sup>th</sup> 2020

## A feminist model of care, work and welfare

### How to generate equal family friendly work and caring practices





Participation Income pilot to recognize social valued work including care.

Individualisation  
Qualified adults – Job Seekers Transition

Enabling activation supports for all

Recognise and facilitate atypical and part time work

The Future of the Irish Social Welfare System: Participation and Protection

No.151 November 2020

An Oifig Náisiúnta um Fhorbairt Eacnamaíoch agus Shóisialta  
National Economic & Social Development Office NESDO



Thank you