




Public consultation
Summary of submissions

CARE



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CARE: Problems

Women over-represented in care

Reinforces gender stereotypes

Women excluded public life & leadership

Poverty & disadvantage for women

Men disincentivised to provide care

Men miss rewards of care

Few male role models

Limited paternity leave

Care undervalued / carers low status

Care work invisible

Low paid carers

Care as 'soft skill'

Care unaffordable & inaccessible

Poor & disadvantaged cannot access care

Wellbeing of cared for not prioritised

Financial strain families

Work & care incompatible

Poor work life balance

Lack of parental leave

Women in low paid & part time jobs

Lack of choice in care options

Care in home not valued

Few supports for grandparents who care

CARE: Solutions

Women over-represented in care

Encourage sharing care

Education on gender stereotypes

Provide male care role models

Men disincentivised to provide care

Encourage men in unpaid care work

Support men & mens group's

Share parental leave

Care undervalued / carers low status

Promote care as public good

Pay stay at home carers

Increase pay / status carers

Care unaffordable & inaccessible

Regulate universal public affordable care

Invest in early years education

Tax credits for childcare

Prioritise child wellbeing

Work and care incompatible

Normalise part time working for men

Reduce long hours culture

Better parental leave

Lack of choice in care options

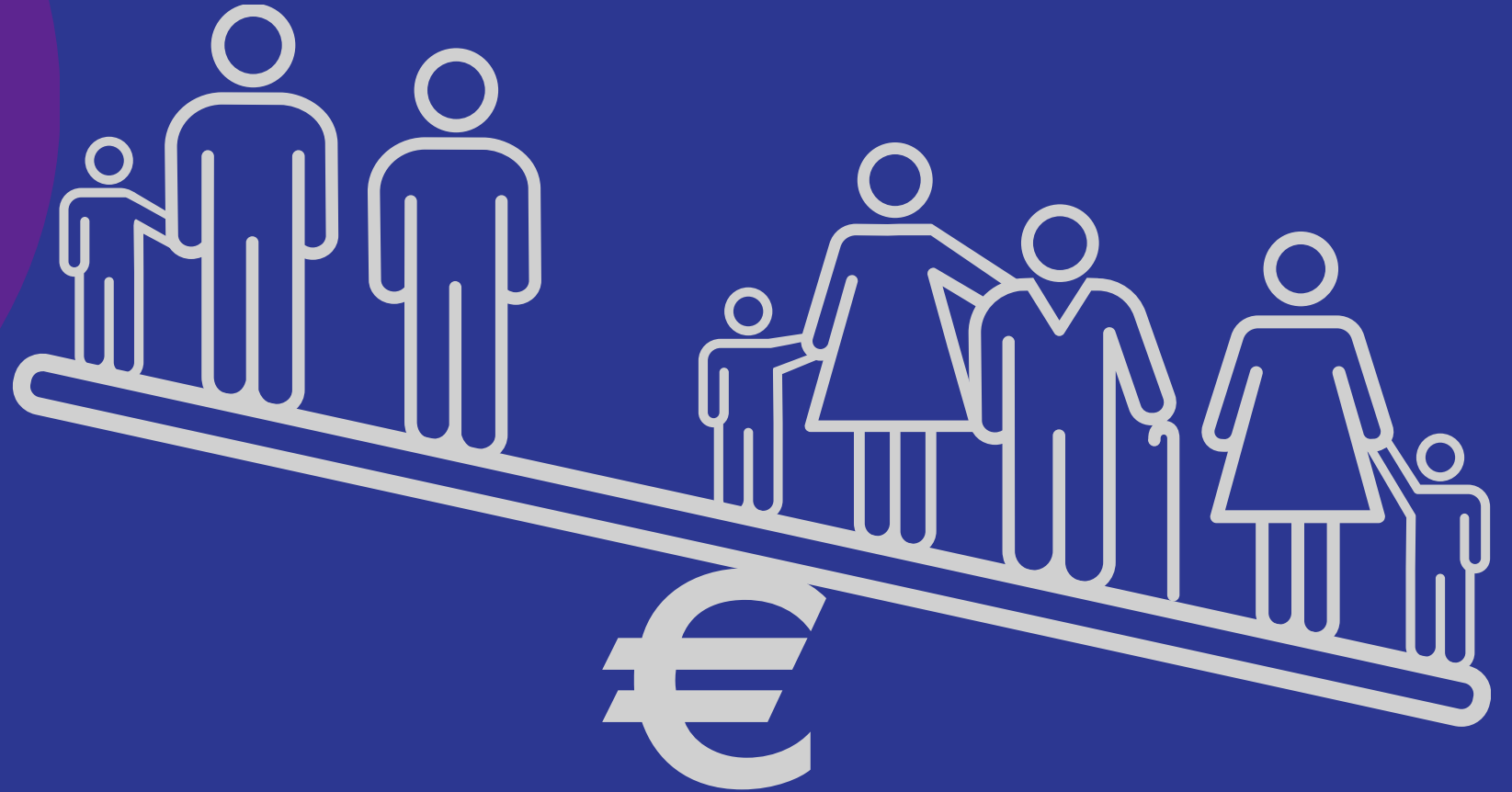
More childcare options

Support stay at home parents

Support grandparents who care

A

Women do most of the unpaid care work



WOMEN DO MOST OF THE UNPAID CARE WORK

“The care system has to stop working on the presumption that there is a woman who is expendable from the workforce who can take on most of the work” CA 30066

“By not providing the support structure, the state is, in a way, promoting the stereotyping of women as homemakers” CA 30090

PROBLEM A - SOLUTION

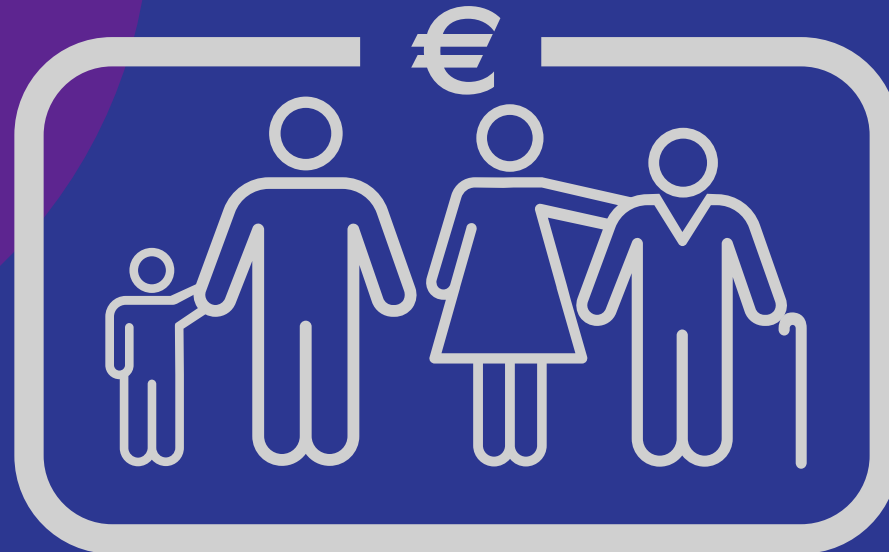
Sharing of care, education and role models:

“Don't raise girls to be the caretakers for their siblings and parents as they grow up, don't make them just do the dishes or help with folding the clothes, don't just buy them dolls to look after while the boy builds Lego. Raise boys to contribute equally to housework and realise that this isn't just a woman's job” CA 30243

“Men should be featured in caring roles in schoolbooks, movies, TV programmes” CA 30114

B

Care work unrecognised and undervalued



CARE WORK UNRECOGNISED AND UNDERVALUED:

“Society only puts a value on paid work. Care work is needed carried out by women and not valued by society. It is work that is only noticed when it is not done!” CA 30020

“Forty years ago I gave up work to look after family members (there was no carers allowance) but little did I know that it would still effect my finances when I am a pensioner!!! This is just another anomaly only affecting women as we did most of the caring” CA 30079

PROBLEM B - SOLUTION

Valuing Care as a Public Good:

“State needs to put a cost on caring and support it appropriately. This means higher taxes to support carers and care workers” CA 30033

“Status associated with caring professions could be improved by greater monetary value being associated with them (pay nurses, social workers, childcare workers more)” CA 30093

C

Cost, Affordability and Access to Care



COST, AFFORDABILITY AND ACCESS TO CARE

“Childcare is incredibly inaccessible and over-priced in this country. We are expecting our first child and getting a place in the crèche has been a nightmare, we are currently looking at 3 months when we won't have any childcare and likely I will need to take unpaid leave to cover it. Anecdotally, I know of a few women who have to give up work entirely because it isn't possible to get childcare.” CA 30016

“Lack of both child and elder care - younger women have childcare responsibilities- older women have both” CA 30020

PROBLEM C - SOLUTION

The state to recognise, regulate and fund quality affordable childcare/care:

“More state funding into eldercare, respite care, home help and childcare would all help women. The state is currently relying on women as the great unseen workforce - I suppose historically this has always been the case. I hope the citizen’s assembly can highlight this” CA 30055

“Where families do not avail of childcare, the person caring for them in the home should receive state payment” CA 30001

D

Work and Care as Incompatible



WORK AND CARE AS INCOMPATIBLE

“In practice, women who have child rearing responsibilities often take a lower paid position to facilitate what is in reality a second full time job. The barrier is flexibility although many employers would say that they support flexible working arrangements for working parents, in reality they don't appreciate the added demands that having a full time career and a family brings“ CA 30218

PROBLEM D - SOLUTION

Work that facilitates care:

“In my work I am in middle management and when I took extended unpaid leave, other men with much older kids felt comfortable to take it. They said to me they were never comfortable taking it before I did. This needs to be tackled. The answer to making this more equal is not encouraging women to take less, its encouraging men to take more” CA 30225

“greater parental leave, standardise flexible working policies for parents” CA 30093

ADDRESSING THE UNEQUAL CARE BURDEN REQUIRES A BROAD YET INTEGRATED SOLUTION

“Caring for others is perhaps the most important thing we can do. More equity between women and men in caring roles is vital for an equitable society” CA 30089

“State has a role to play to encourage more males to avail of family friendly work patterns. Education system has a role to play in breaking down stereotypes. Private and public sector have a role to play in advancing availability of family friendly work practices” CA 30158

“The Citizens’ Assembly on Gender Equality has the potential to change the political and public conversation on care. It can make clear that care is not a private matter to be left to mostly women behind the closed door of the home, but a public matter, whose rectification will benefit us all” CA 30203



E

Childcare costs impact severely on women's working and personal lives



CHILDCARE COSTS IMPACT SEVERELY ON WOMEN'S WORKING AND PERSONAL LIVES

“Our childcare system is under-resourced, poorly regulated widely recognised as being a significant barrier to greater labour force participation by women – as households can't afford the fees” CA 30266

“The Irish childcare system is broken. Childcare fees are the highest in the EU while 60% of employees in the childcare sector – almost all women – earn below the Living Wage of €12.30 per hour” CA 30275

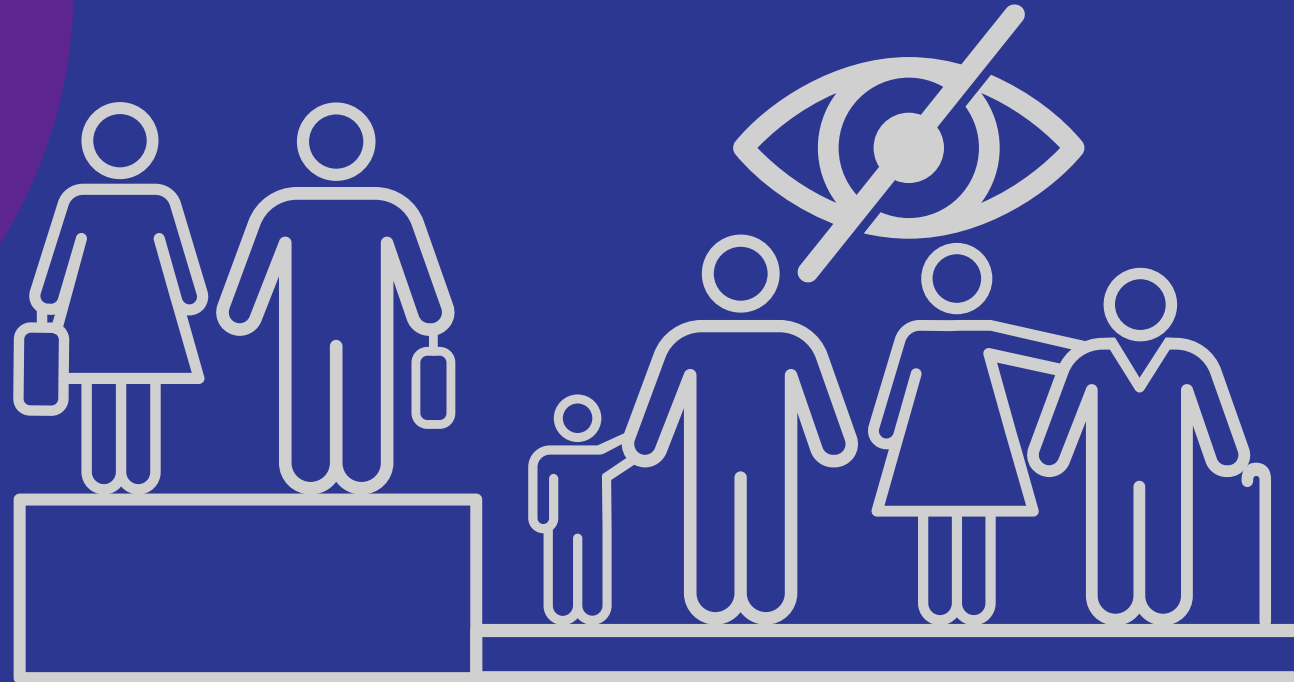
PROBLEM E - SOLUTION

“ I think the best system is child care provided by the state, as in Scandinavian models” CA 30615

“Increase investment in early years to 1% of GDP (as recommended by UNICEF) over the next decade” CA 30179

F

Care givers are poorly supported
and their work is often invisible



CARE GIVERS ARE POORLY SUPPORTED AND THEIR WORK IS OFTEN INVISIBLE

“Family carers are more likely to live in poverty, with many family carers experiencing a sharp decrease in their earning ability – perhaps needing to give up work entirely – as well as bearing the costs of caring. Female carers provide more hours of care –at the higher intensities of care, male carers may experience stigma and have fewer support networks” CA 30153

“If all family carers decided to stop all of the care work they do, what would the state do? They rely on people looking after their family, all with little recognition, support or allowances” CA 30191

PROBLEM F - SOLUTION

“recognise care as vital social employment and pay carers for the value of the work done on behalf of the state” CA 30101

G

Care receivers often lack choices in the care they receive



CARE RECEIVERS OFTEN LACK CHOICES IN THE CARE THEY RECEIVE

“the absence of a sufficient state response to supporting people with disabilities to live independent, supported lives, forces disabled women into a position of dependence on family member leaves family carers, predominantly women to provide often very high levels of care”

CA 30179

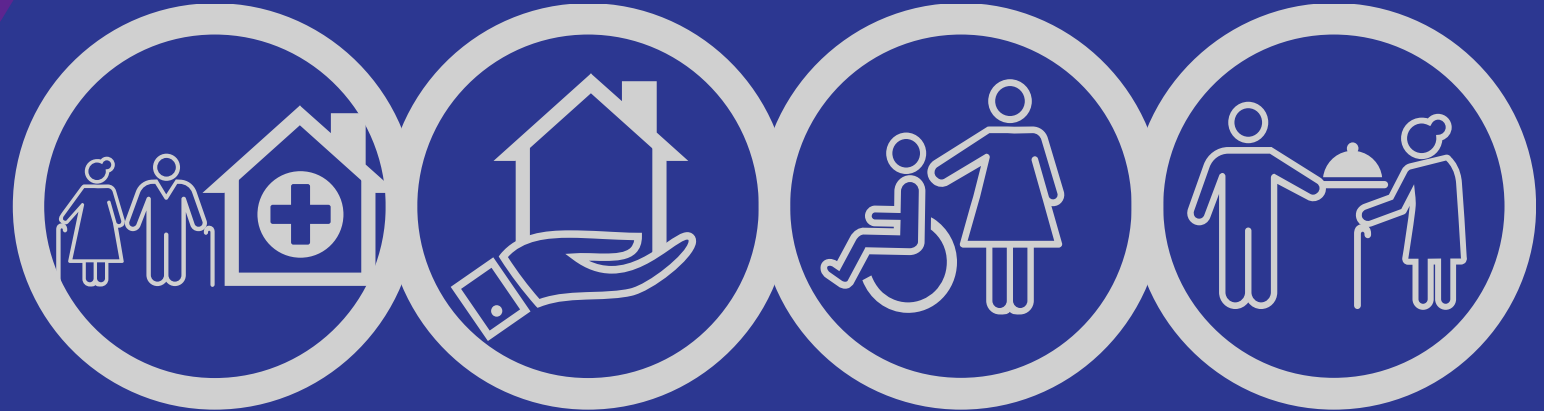
PROBLEM G - SOLUTION

“the full implementation of international law (UNCRPD) to better support disabled women’s autonomy and choice to care” CA 30241

“Provide a statutory right to home care to support older persons and Personal Assistance Service for disabled people so that (the cared for) can remain independent” CA 30179

H

Inadequate care infrastructure for older people and people with disabilities



INADEQUATE CARE INFRASTRUCTURE OLDER PEOPLE AND PEOPLE WITH DISABILITIES

“a lack of access to home care for older people and wraparound support services available on a consistent and fair basis across the country increases the pressure on families” CA 30187

“The lack of supports by the state for Disabled Women create unnecessary vulnerabilities” CA 30104

PROBLEM H - SOLUTION

“Improving the suitability of, and confidence in, social supports and services for Disabled Women would improve the circumstances, health and wellbeing of all women in unpaid care roles. Suitable transport, employment, PA hours, accessible and supported housing options for Disabled Women and Disabled Men would increase their economic security, social connections and safety and in turn reduce the need for non-disabled women to provide unpaid support”

CA 30104

“Ireland’s level of unmet need for care services is among the highest in Europe. A comprehensive and inclusive care system gives recognition to the valuable work done by thousands of women and men, every day in Ireland. It invites men to take on more responsibility and enjoy the often rewarding, work of care. It extends the definition of care to include care outside the home and in the community. It confirms that the State will seek to support carers” CA 30179