An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth

Positive Gender Norms in Ireland
Report of Webinar, 2 February 2022

September 2022

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Acknowledgements

Introduction

The engagement of men and boys is increasingly understood as central to promoting gender equality. Part of this approach is building an understanding of how masculinities are driven by gender normative expectations that can allows us to dis-embed the restrictive elements of male behaviours and provide opportunities for progressive and more gender equal norms. The OECD Report "*Man Enough? Measuring Masculine Norms to Promote Women's Empowerment*" is a significant contribution to this approach in supporting a data driven strategy to understand better how masculinities and the gender norms that underpin them play a role in gender inequalities. Restrictive masculinities, it says, are rigid and promote inflexible notions and expectations of what it means to be a real man, while gender equitable masculinities allow men to take on diverse roles and behaviours without limiting women's agency. Better data on 'restrictive masculinities' enables policy makers to understand the factors that influence, for instance, the low uptake of paternity leave, and how to increase female participation in politics and leadership roles.

Man Enough? identifies ten norms that characterise restrictive masculinities and produce direct consequences for women's and girls' empowerment and well-being. In December 2021 Ireland became the first country to apply the OECD framework to national data, in the form of the *Statistical Spotlight no. 6 on Gender Norms* publication, prepared by the Department of Children, Equality, Disability, Youth and Integration's Research and Evaluation Unit on a proposal from the Equality and Gender Equality Unit. Statistical Spotlight no. 6 aimed to provide data against which to measure the characteristics of restrictive masculinities, given the impact they have on gender equality.

The OECD report offers several indicators that can be used as proxies to measure and analyse changing masculinities and their impact on women's empowerment. These indicators have been developed to gauge the degree of attitudinal and societal acceptance of restrictive and or positive masculinities. This data in turn provides a foundation for interventions aimed at advancing gender equality. Statistical Spotlight no. 6 responded to these indicators, highlighting where data is unavailable or unattainable for

Ireland as well as offering substitute data. It includes data that indicates the persistence of gender norms associated with restrictive masculinities, yet also attitudinal data that points to changes in gender stereotypical attitudes, it also reveals data gaps on gender norms in Ireland especially for the private sphere.

Statistical Spotlight no. 6 suggests progress on some gender norms, reflected in increased female labour force participation and attitudinal data that indicates strong approval for more gender equity in sharing of care. However, data also reveals sticking points that included: strong support for male breadwinner roles; less value placed on women's work compared to men's; low uptake in parental leave; gender imbalance in unpaid care work and, for a significant minority, poor understanding of sexual consent and support for regressive ideas about gender based violence.

About the webinar

The webinar held on February 2nd, 2022, entitled *Shifting Masculine Norms to Promote Women's Empowerment Webinar "Positive Gender Norms in Ireland"* introduced the OECD Framework and the Statistical Spotlight no. 6 response with commentary from panellists and a question-and-answer session. It was moderated by Cathal Mac Coille and included presentations from Bathylle Missika, Head of the Networks, Partnerships and Gender Division OECD Development Centre, and from Nicola Tickner and Fiona Corcoran, DCEDIY Research and Evaluation Unit. Panellists included Sinead Gibney, Chief Commissioner of the Irish Human Rights and Equality Commission (IHREC), Ronnie Downs, Assistant Secretary, Head of Trade Division at the Department of Enterprise Trade Employment, Orla O'Connor, Director, National Women's Council and Fergal Fox, Health Service Executive.

The webinar was attended by over 130 participants representing civil society organisations, research and academic institutions, trade unions and employer organisations, as well as Government Departments and State agencies, and the OECD.

About this report

This report provides an overview of the presentations, panellists commentary, analysis and questions posed by attendees including presenter and panellist's responses. Included here are the key points raised by the speakers and the specific issues and take aways generated from the discussion of both the OCED Framework and the Statistical Spotlight no. 6 report. It concludes with analysis of the discussion and a rubric alongside recommended resources to support an approach to assessing changes in gender norms in Ireland.

Disclaimer: The views and opinions expressed in this publication are those of the webinar participants or of the author and do not necessarily reflect views or positions of the Department of Children, Equality, Disability, Integration and Youth or other Government Departments or agencies.

Summary of proceedings

The webinar was opened by Minister for Children, Equality, Disability Integration and Youth, Roderic O' Gorman, TD. His introduction was followed by the eynote presentation of the OECD Framework, and a presentation on the Statistical Spotlight Report no.6, "Gender Norms in Ireland ". The panellists then offered their assessment of the presentations followed by questions and answers. Mr. Kevin McCarthy, Secretary General of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) concluded the event.

Minister's introduction

The webinar was introduced by Minister Roderic O'Gorman where he underlined the broad societal benefits of addressing gender inequality with the statement "When society does well by its women and girls, boys and men, we all win." The Minister continued, detailing the Government's specific policy commitments in the Programme for Government that consolidated existing measures. In his remarks the Minister cited the Citizens' Assembly on Gender Equality and its observation that "that some of the prevailing gender norms and stereotypes are deeply destructive and adversely affect all genders." He added that the recommendations made by the Citizens' Assembly were under consideration by Government and that an Oireachtas committee was now established to support this work. The Minister characterised the topic of the webinar as "speaking to the very foundation of gender inequality."

The Minister then welcomed Bathylle Missika, the keynote speaker from the OECD. He closed his remarks noting the significance that Ireland was the first country in the world to apply the OECD model to national data to measure norms of masculinity. He acknowledged the work undertaken by the Department and its Research and Evaluation Unit in the Statistical Spotlight no. 6 on Gender Norms, published in December 2021. The challenge he then set for the webinar was to consider the OECD framework and the Irish response as an effort to assemble data to assess attitudes to equality between women and men and the possibilities to establish a baseline against which our progress in society can be tracked.

Keynote presentation

Bathylle Missika, Head of the Networks, Partnerships and Gender Division OECD Development Centre introduced the "Man Enough" study and indicator framework. She outlined the key assumption of the OECD framework that: Social norms are key drivers of gender inequality. She then outlined the Social Institutions and Gender Index or SIGI[1], the global reference that looks at formal and informal laws, social norms and practices that restrict women's and girls' rights. In her remarks she made use of a visualisation of an iceberg to depict a range of examples of gender inequality, including the gender pay gap, low rates of female labour market participation and violence against women. These manifested as the tip of the iceberg, characterised as "what you may see in everyday life" and were contrasted with the larger hidden mass that constitutes the "roots" of such outcomes, or causes of gender inequity. These roots are understood to be the norms and practices that lie below the surface and are labelled as *restrictive masculinities*. She outlined how outcomes such as fewer women in the labour market, women who then earn less than men and are overrepresented in low paid work, are "not just because they want to work less rather the reasons are the underlying norms." In sum, these social norms are a key driver of gender inequality. Capturing the societal expectations that set such norms in play was key and the framework

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[1] The SIGI framework – The OECD Development Centre's Social Institutions and Gender Index (SIGI) measures discrimination against women in social institutions across 180 countries. By taking into account laws, social norms and practices, the SIGI captures the underlying drivers of gender inequality with the aim to provide the data necessary for transformative policy-change. The SIGI is also one of the official data sources for monitoring SDG 5.1.1 "Whether or not legal frameworks are in place to promote, enforce and monitor gender equality and women's empowerment."

used the term "A real man should "in their categorisation to gauge the degree of societal acceptance of restrictive or positive norms.

The next element of the presentation focused on: Why masculinities? What role do men and boys play in promoting women's empowerment and gender equality? What does it mean to engage men and boys in gender equality? To answer to these questions, it is imperative to measure the gender norms and stereotypes associated with restrictive models of masculinities that reproduce and reinforce such underlying attitudinal drivers. In the economic sphere, for example, these norms undervalue women's economic contribution and support the view that men's labour is more important and valuable. Masculine norms such as 'real men' should be breadwinners and financially dominant; be "ideal workers" and be "manly" leaders and work in "manly" jobs can promote the devaluation of women's paid and unpaid labour. This can also contribute to occupational segregation including where norms push women and girls away from STEMM careers to more 'caring jobs' within a sector. She continued indicating how "when women have to take of time to care for the kids this may mean taking a part time job or a job with less responsibility." As such she acknowledged that participation rates "are not the only battle - it is also the quality of the job" and this is important for women's access to decision making and women's leadership. In the political sphere, these norms uphold the view that leadership is a masculine characteristic and that men inherently make better leaders than women. In the private sphere, norms defining men's roles as decision makers minimise women's and girls' agency and decision-making power over their time, bodies, and resources. Overall, such norms justify women's exclusion from the labour force, high-status jobs, and decision-making positions; limit women's agency in all spheres of life and can lead to violence, especially when challenged.

To facilitate social transformations towards gender-equitable masculinities, the OECD report proposes to equip policy makers with the ability to measure masculine norms. However, it also underlines that data on masculinities remain unevenly available and incomplete. Turning to Ireland, she noted that the application of the framework was indeed novel. Ms Missika then reviewed the list of ideal indicators and the proxy indicators for each of the ten norms. The framework includes the legal context, attitudinal data, and data on actual practices to capture two elements of gender norms, – what people think is acceptable and what happens in practice. However, she stated that we also need to collect data to see how it is evolving, "so after a few years if for example parental leave is still not the norm and men are still hesitant to take on more caring, we need to see what the underlying causes are and adjust the policy." She ended with her thanks and commenting that "we very much look forward to seeing the results of this analysis in Ireland."

Presentation of Spotlight Report no. 6

Nicola Tickner, DCEDIY Research and Evaluation Unit, began her presentation defining the terms of reference for the Statistical Spotlight and the aim of the report as developed in the research unit. The Statistical Spotlights are short, focused reports that draw together data on one topic to highlight trends or patterns. She underlined how they do not contain policy analysis or recommendations; however, these reports can be used for that purpose. The aim of this report was to examine the question, "Where do we stand under the OECD framework on restrictive masculinities?" In her presentation she outlined the layout of the report. She stated, "We looked at all the indicators proposed by the OECD, and we tried to source data for Ireland. In some cases, data was available at EU level. However, some data is Irish data, survey-based data was also used as well as administrative data from Central Statistics Office (CSO)."

The report did not cover aspects such as poverty or violence against women as this was not the remit of the OECD report. Legislative data was also appended to the report and thanks was offered to colleagues from the Department of Justice for this assistance. She emphasised that for many indicators they could not find data for Ireland. When this was the case, they searched for indicators that were similar to those in the OECD report and in those scenarios, they used supplementary or proxy indicators.

She noted that "Where we have no data for Ireland but some for other European countries – this might be an easier gap to address." Across the norms, data for indicators in the public sphere was easiest to

find. However there remained considerable data gaps in some indicators. Overall, the data suggested approval of more positive masculine norms in some contexts, but evident gender gaps in practice, with Ireland registering one of the highest gaps in care work in the EU. She ended her presentation noting the troubling nature of a small but significant percentage of those surveyed in Ireland holding regressive attitudes regarding control in interpersonal relationships and on the issue of sexual consent.

Fiona Corcoran, DCEDIY Research and Evaluation Unit, outlined the Statistical Spotlight approach to measuring norms of masculinity in the public sphere in Ireland. In the economic sphere, these included: "That the most important role of a man is to earn money." The underlying logic within this indicator is to capture sentiments regarding financial dominance and masculinity. Placing Irish data in context she explained that Bulgaria was deemed the highest score on this attitudinal scale, Sweden the lowest, while Ireland ranked just below the EU average. This suggested a moderate amount of support in attitudinal terms for the idea that men should be financially dominant.

Her presentation ended summarising Spotlight No. 6 headline data on gender norms in Irish society including evidence that women in Ireland are less likely to be employed than men, yet their labour force participation is above the EU average. Data also reflected strong gender segregation in the labour market with women concentrated in the human health and social work sector in 2021 and the highest gender wage gap in the financial, real estate and insurance sectors. Other key data points included that in 2016, 4 in 10 believed that the most important role of a man is to earn money, with roughly 1 in 10 believing that it is sometimes acceptable that a woman is paid less than a male colleague for the same job, higher than the EU average. Roughly one in six believed that women do not have the necessary qualities and skills to fill positions of responsibility in politics in 2016. While the vast majority of the population approved of a man taking parental leave to take care of his children in 2016, almost half of all eligible fathers did not use their paternity benefit in 2018.

The next element of the webinar included panel responses to the OECD presentation and the Spotlight Report.

Panel Discussion and Q&A

Sinead Gibney, Chief Commissioner of the Irish Human Rights and Equality Commission (IHREC) welcomed the focus on data with one of the key benefits of "seeing data over time is the clear message that we see that change is possible, not inevitable but possible". She also welcomed the conceptual aspects of the report in placing a focus on norms and the definition of masculinity. In her response she underlined the value of how "The OECD recognises that data is a critical tool, and its importance lies as much in raising questions as in providing answers." This was illustrated in how the Statistical Spotlight data indicates more support for gender equitable norms for men and but also how many eligible fathers do not take parental leave. In her view this underlined why it is not just about having the data it is also about making sense of the data. One way to make sense of the data was to bring the issue of care in society into the centre of the analysis in all its all dimensions. This included a focus on "who does it, how is it paid for, how it is valued currently, and how it can be structured to be liberating rather than containing." She concluded drawing attention to the lack of attitudinal data for Ireland for many of the OECD indicators, suggesting that the CSO collect this data as a priority.

Ronnie Downs, Assistant Secretary, Head of Trade Division, Department of Enterprise Trade and Employment inputted that both and women participate in shaping these ideals of masculinities. The presentations had as such underlined how men and women need to be involved in the conversation of how masculinities evolve into the future. He remarked on the iceberg image used in the OECD presentation that underlined how adverse outcomes and impacts may be noticeable in public and in social life yet there are some deeper drivers that are below that are harder to get at and measure. He suggested that "we are being invited to reflect on whether we are getting at those underlying drivers that can continually drag us back and keep us away from the direction we need to move in." He acknowledged ongoing work in DCEDIY on gender responsive policy making and budgeting as well the formulation of a new equality data strategy.

Orla O'Connor, Director, National Women's Council, welcomed the framing of gender norms as a way to assess progress on advancing equality for women. Referencing the OECD presentation, she underlined "This is really useful for getting behind the policies and legislation to establish what is happening – we have had equality legislation since the 1970s, but women still experience very basic and direct discrimination – there is work to be done at the structural and cultural level and this framework is useful for that." The data also reflected where blocks remain and where some of that is a result of resistance to equality for women. She reinforced the observation of data deficits especially the lack of gender disaggregated data in Ireland which makes it difficult to devise appropriate policies and legislation. The data in the Spotlight report raised particular issues including in the economic sphere – where, in her assessment, gaps exist between people's perceptions of the need to more equally share unpaid household work and unpaid care work and the reality of some of the highest care gaps by gender in Europe.

Her final observation related to the importance of assessing the data and indicators within a framework that recognises the diversity of women's experiences. She underlined how "For example, if we are to look at some of these indicators and data for Ireland and we looked at it for women who are lone parents – we would see a very different picture." Qualitative data was key here also to capture the realities of disabled women and Traveller women. Such recognition is central to how we build a data strategy "that we can get behind some of this data and perceived progress because it is progress for some women in Ireland, but certainly not all women in Ireland."

Fergal Fox, Health Service Executive entered the debate reviewing his work adopting a gendered approach to men's health in the HSE. This work was oriented "towards pushing against the norms out there – and having indicators such as these can be very helpful to flag this." Confronting the norms of restrictive masculinities required concerted messaging and campaigns and sometimes a policy change. However, the sequencing of efforts was essential. Reflecting on the low take up of paternity leave indicates that "sometimes making a policy change is not enough to see actual change." He underlined that perhaps the issue is one of limited examples. As such, conversation, debate and discussion along with pro social examples of changed gender norms could have an effect. He commented that the OECD report and the Statistical Spotlight analysis would have direct relevance at an operational level of trying to engage with men. He concluded that "For us the bottom line is how masculinities hit the road – how can we get that conversation going."

Questions and answers:

The webinar continued with a series of questions posed by attendees with responses from panellists and presenters.

The first question focused on Ireland's lack of data on the private sphere. This question was posed in the context of the incidence of gender-based violence, itself often viewed as a private matter that further perpetuates such violence and leads to under reporting.

Orla O'Connor (NWC) responded agreeing that we do have a significant lack of data on gender-based violence relying instead on outdated data complied at an EU level – this has consequences for when we design services – and for targeting the resources. There was a reliance at present on frontline services and police data. However, there were also gaps in qualitative data for different groups – and how they experience gender-based violence.

Another question asked if there was agreement that our policing system promotes negative masculinities – and as such stands as an obstacle to change?
Sinead Gibney (IHREC) responded that again there were data gaps on this issue and while the IHREC engage with An Garda Síochána to access disaggregated data on policing activities this was in process and therefore it was not possible to comment on perceived bias or those types of norms existing. However, she indicated that there is evidence across the globe that these types of gendered norms do exist in more extreme ways, and they can exist in policing and emergency services, and they can be slower to respond to societal progress and development compared to the rest of society. Fergal Fox (HSE) concurred suggesting that it is unlikely that it is not the case – these norms exist across all of society in civil and

societal institutions. Again, we do not have the data, but it would be naïve to suggest they that do not exist.

Another attendee queried "Are positive gender norms less evident in contexts where there is lower female representation? Nicola Tickner (DECDIY) responded that unfortunately the data currently does not show that level of detail. Fergal Fox indicated that this focus on gender segregated environments aligned with analysis of masculinities in farming in Ireland. Part of these gender norms of "the real man" relate to a concept of the masculinity box where norms predominate such as, never being away from the farm and to work well is to over work. He cautioned that we should focus beyond traditional workplaces when looking at over-representation of gender.

Other questions related to data on young children's attitudes to gender norms – and sought advice on: how the youngest children can be encouraged to question gender norms? Sinead Gibney (IHREC) responded that unfortunately data was lacking on the first ask, yet the broader issue related to current debates on revising Sexual Relationship Education and building inclusion and community in schools.

Nicola Tickner (DECDIY) responded – that the Statistical Spotlight no. 6 covered adults over 18 years old, but there was new research being complied in Statistical Spotlight no. 7 on discrimination that contained interesting data for younger children drawing on health and school aged children data sources and including minorities. Orla O'Connor (NWC) responded reinforcing the focus on the education system at all levels (including third level) as important sites to tackle gender norms and masculinities. In her view curricular change around respect and consent as well as masculinities, "what is it means to be a boy or a girl in Ireland today" was required in a systematic, mandatory, and comprehensive way across all educational contexts. Sinead Gibney (IHREC) agreed underlining how communication was a key element in any approach. She lauded the work of government during the Covid-19 pandemic in awareness raising campaigns and asked if the state could apply a similar investment to campaigns that can tackle these attitudes and norms. This was crucial as individuals could challenge these attitudes and behaviours, but a broader societal challenge was required.

The next question asked: is it feasible that the gaps we see between approval for parental leave and the uptake is due to financial constraints in the family? Bathylle Missika (OECD) responded that paternity leave reflects the tensions between aspirations, actual norms, and constraints. In other words, in countries that recently passed legislation to extend paternity leave and relied on companies to top-up minimum payments, paternity leave becomes very complicated especially if there is a dependence on the father's income. She concluded that the most effective campaigns to shift restrictive gender norms require a whole of society approach with civil society, the state and private sector working together. Sinead Gibney (IHREC) responded stating that making sure that parental leave is mandatory for both parents is crucial, and this also facilitates lone parents. When male managers are forced to take care leave, they start to understand the challenges that their female colleagues and staff members, who often take most of the care leave, face. She concluded that "Until as a worker you have taken significant leave you do not understand the challenges of visibility and promotion, where parental leave is shared men start to understand these challenges better."

Fergal Fox (HSE) responded that how schemes such as parental leave affect different groups is important to consider in terms of demographic challenges but also class and ethnicity. Ronnie Downs (DETE) responded that it was interesting how the conversation had moved from discussing huge data gaps to the substantial levers of policy where we can act. He highlighted the upcoming renewal of the National Strategy for Women and Girls (NSWG) and its aim to take a multidimensional approach. However, data collection "is one area where we need a stable data base so if we are moving the needle over time we can see where progress can be made but even if we have imperfect data –there are plenty of other areas where we can make progress." These included taking stock of examples of Nordic countries including the sharing of mandatory parental leave or actions to force private companies and state bodies to make women visible in leadership and other decision-making bodies. He concluded that "it is not just about collecting the data, it is about action on many fronts."

Another audience member then posed the question: We see that on some state boards they are not achieving the target? Do we need positive discrimination to get there? Fergal Fox (HSE) responded that

positive discrimination should be considered, yet there was a need to sell the 'why of it.' A societal conversation on why we require positive actions to secure buy-in was essential. This will enable us to avoid resistance to such measures that we see in some workplaces. He stated that "We need to make clear that this is a win for men and women and for society – but there are hidden resistances".

Orla O'Connor (NWC) responded that positive discrimination can be effective, exemplified in quotas at the national level for women in politics. In fact, they were required to shift the percentage of female Dáil candidates from 16 to 23%, "it was not good enough but it was the biggest leap – if we were to wait for this to happen despite all the work we have done on women and politics it would have taken hundreds of years." In her view the Citizens' Assembly showed that women are not prepared to wait, and quotas were required now at local governmental level and across other areas of senior leadership. "We need to move from the situation in Ireland where men dominate many areas of leadership, the pace of change is critical, and therefore quotas are so important".

Final questions featured: the issue of sexual harassment in public, in male dominated industries, the role of early schooling to challenge gender norms and the low level of males among early years professionals.

Sinead Gibney (IHREC) responded that there was a need to refresh the debate on sexual harassment and acknowledge that there is a lack of disaggregated data on the experiences of women such as disabled women and Traveller women. Nicola Tickner (DCEDIY) responded that the CSO will run the Sexual Violence Survey in 2022 and this will hopefully provide better and more up to date data. Orla O'Connor (NWC) responded on the issue of care and underlined the important conversation to be had in this country on removing Article 41.2 on women in the home from the Constitution in a referendum. She referenced the Citizens' Assembly recommendation on the inclusion of an article recognising care in a gender-neutral way and care for the common good. "This in turn will generate a public and national conversation about the importance of care for us all – in terms of giving and receiving care – about women's and men's roles and how we need to transform that." Fundamentally this is about challenging the stereotypes, and she suggested that it is not a coincidence that childcare is undervalued, as it is a female dominated profession. The webinar question and answer section ended with a final comment from an audience member concerned with the pressure placed on education at all levels to create change. This was captured in the statement "we need as grown-ups – in our lives, workplaces and institutions to take the lead that we want children to be and to model change for children to see." Fergal Fox (HSE) responded that a lot of men and boys, women and girls are looking for practical things they can do to turn the dial on this. He stressed that we need to do tangible things, "that you don't need to be a teacher to do, but to listen or stop listening to or supporting certain type of masculinities – we all need to take that on."

SecGen's closing remarks
Closing Remarks: Secretary General of DCEDIY, Kevin McCarthy

The webinar was concluded by Kevin McCarthy, Secretary General of DCEDIY who thanked the OECD for providing such an important framework to "help us understand masculine norms and how we might use them to shape policy choices." He also thanked the moderator, panellists and research and evaluation unit researchers Nicola Tickner and Fiona Corcoran (for preparing this Statistical Spotlight to inform and orient the discussion) and the Equality and Gender Equality Unit for organising the event.
He continued, offering assurance that the Department have been listening carefully to the discussion and recognising that the OCED framework offered a challenge to us to think more deeply "about how we have a well-developed legislative framework and policy framework, and yet there is much more to do." He underlined how the discussion today had revealed that we need data to indicate if we are making progress, where we need to make progress and where we are not. Two specific issues of concern in his view were central to the discussion - one, the worrying attitudes revealed by the data and two, the major gaps in the data we are relying on. He continued detailing plans for a new National Strategy for Women

and Girls (NSWG) supported by a public consultation and confirmed that all national equality strategies were being evaluated to identify cross overs and intersectionalities. Other relevant initiatives included a national equality data strategy formulated with the CSO. In summary, he underlined how the Statistical Spotlight No. 6 and the other discussion today highlights "that there is an enormous work to be done to address the hidden attitudinal drivers of gender inequality." He affirmed the commitment of DECEDIY to progress this work with all the key stakeholders across civil society. This would include identifying some of the practical simple short-term actions that could work alongside the overall policy framework. He concluded his thanks to colleagues for organising and participating so actively in the webinar as well as the enthusiasm of the panellists.

Suggested priorities for action emerging from the Webinar

Actions and Programmes:

- Policy that makes sharing of parental leave mandatory- with core percentage of leave reserved specifically for each parent (supported by public awareness campaigns on the merits of men taking parental leave and where applicable supports to replace lost income or monetary bonus determined by the number of days divided equally between parents).
- Move the barriers that deter fathers from taking time to care including improving care leave provision, incentivizing employer buy-in to flexible and well-communicated schemes to normalise employee care leave and mainstream the practice.
- Stakeholder initiatives that include civil society, business, and the state in designing programmes that promote flexible and gender equal workplaces (with incentives for employers to support parents and carers to combine work and care).
- Place the issue of care at the centre of communication strategies and policy interventions on tackling restrictive masculinities and supporting gender equality.
- Positive actions including targets to support women and men's access to occupational sectors currently predominated by either gender (accompanied by outreach and campaigns to dispel gender stereotypes and supports within training and educational contexts for the minority gender).
- Legislative gender quotas to increase gender parity in state and private sector decision making accompanied by communication strategies to explain the rationale and outcomes.
- Teacher training and curricular change in early childhood education, primary and secondary that disrupts gender stereotypical norms (including pedagogy and curricular content). Emphasis placed on subject provision, pathways to subject choice and career guidance that serves to desegregate further education and higher education options.
- Sexual, health and relationship education to support positive masculinities, flexibility in gender role expectations and inclusive and comprehensive sexual consent education (at all educational levels).
- Attention to the negative implications of restrictive male stereotypes and their implications for male well-being:
  Awareness raising through well-resourced and comprehensive public campaigns (traditional and social media) that communicate the fact-based and lived experience of restrictive masculinities or the 'man box' (rates of male self-harm, suicide, addiction, male on male violence; eating disorders; anxiety and depression etc.) alongside additional yet systemic impacts (overwork, less opportunities to care as partners, brothers, fathers and sons, less access to traditional female professions).
- Attention to the negative implications of restrictive male stereotypes and their implications for women's wellbeing:
  Awareness raising through well-resourced and comprehensive public campaigns to dispel myths about gender equality: fact-based and lived experience on the link between restrictive masculinities and uneven sharing of care work, low levels of women in decision making, gender

based violence and experiences of sexual harassment, (to signal gender equality as a national concern that requires tackling stereotypical gender norms and a societal response that recognised resistances to changes in gender relations and acts to narrow the gap between 'perception and reality').

- Fact based campaigns illustrated by 'stories' that showcase examples of positive masculinities (male carers etc., visible "fatherhood champions" at senior levels in companies) that communicate benefits for women's empowerment and men's wellbeing.
- Qualitative studies of minoritised women and men's experiences of gender norms and gender stereotypes in private and public spheres (including disabled, Traveller, migrant women and men) that highlight the interaction of gender norms with other sources of disadvantage and discrimination.

Data Collection and Analysis:

- Systematic review of data gaps with a specific focus on the private sphere (gender disaggregated, with ethnic identifiers). Explore options to capture attitudinal data including on financial decision making
- Invest resources in the development of an intersectional approach to data collection that draws on existing data sources with a commitment to develop new data collection tools including quantitative and qualitative analysis of women's and men's working patterns (sector-based analysis) comparisons according to parent status/ ethnic identifier.
- Capitalise on the CSO 2022 Census data on care hours and working hours (gender/ethnic disaggregated)
- Explore the use of time series data modelled on UN Time Series[2] to capture unpaid care work (with multitasking dimensions/primary and secondary household activities) and the ILO Gender Care Empowerment Index (GCEI). Explore potential of time use survey data combined with household expenditure data to provide more comprehensive data on the value of unpaid time. All disaggregated by gender, race, ethnicity, disability, citizenship status and female to male ratio of participation rate in unpaid care and housework, by activity.
- Engage with the Well Being Framework Research Unit[3] and explore use of Well Being Framework Indicators: Work (paid and unpaid) and Job Quality and Safety and Security (explore recommendations of application of survey instruments[4]), connected sub-frameworks and more detailed analysis.
- Qualitative Data stream: Expert interviews/workshops; and narratives from women and men (including marginalised communities) on attitudes, behaviours on care responsibilities.
- Comply with the data requirements in the forthcoming strategy on Gender Based Violence; Istanbul Convention data requirements.
- Explore potential for Women's Health Task Force (radical listening methodology) to be applied to other areas of service provision and private sphere. Survey data on reproductive and sexual health decision making (gender/ intersectional disaggregated data).
- Employer surveys on attitudes to and practices towards flexible work/parental and care leave.
- Establish data collection strategy for social security/welfare administrative data that captures the experiences of qualified adults that supports an individualisation of benefits.
- Build on input from organisations that collect qualitative and survey data on care, gender roles, and the lived experience of constituent groups of women and men including carers, lone parents, Traveller, migrant, ethnic minority and disabled women and men.

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[2] https://unstats.un.org/unsd/publication/seriesf/seriesf_93e.pdf
[3] https://www.gov.ie/en/press-release/fb19a-first-report-on-well-being-framework-for-ireland-july-2021/
[4] https://www.gov.ie/en/publication/70874-wellbeing-and-the-measurement-of-broader-living-standards-in-ireland/ p. 23-26

Appendixes

Appendix I: webinar programme

An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality, Disability, Integration and Youth

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Positive Gender Norms in Ireland

Wednesday 2 February 2022 14:00 – 16:00 GMT

Online event

Follow the discussion on social media at **#GenderNormsIE**

In this webinar the Department of Children, Equality, Disability, Integration and Youth aims to promote discussion of the relationships between gender equality and the empowerment of women and girls, and gendered norms in the public and private spheres in Ireland. The event will present research on identifying and quantifying and tracking trends in norms of masculinity and femininity, consider where gender norms fit into the goals of advancing sustainable development and wellbeing in society, and take stock of practical measures to encourage gender-equitable gender norms and counter restrictive gender norms.

Hosted by **Roderic O'Gorman, TD, Minister for Children, Equality, Disability, Integration and Youth** with **Kevin McCarthy**, Secretary General of the Department for Children, Equality, Disability, Integration and Youth

Keynote speaker

Bathylle Missika, Head, Networks, Partnerships and Gender Division, OECD Development Centre

Moderator	Cathal Mac Coille
Speakers	**Sinéad Gibney**, Chief Commissioner, Irish Human Rights and Equality Commissioner, **Ronnie Downes**, Assistant Secretary, Department of Enterprise, Trade and Employment, **Orla O'Connor**, Director, National Women's Council of Ireland, **Fergal Fox**, Head of Stakeholder Engagement and Communications for HSE Health and Wellbeing, **Nicola Tickner** and **Fiona Corcoran**, Research and Evaluation Unit, Department for Children, Equality, Disability, Integration and Youth.

Running Order

- Opening remarks by **Minister for Children, Equality, Disability, Integration and Youth, Roderic O'Gorman TD**.

- Introductions by Moderator, **Cathal Mac Coille**.

- Keynote address by **Bathylle Missika**, Head of Networks, Partnerships and Gender, OECD Development Centre, on the OECD "*Man Enough*" study and indicator framework.

- Presentation by **Nicola Tickner** and **Fiona Corcoran**, DCEDIY Research and Evaluation Unit, of "*Statistical Spotlight 6: Gender norms in Ireland*", and data for Ireland under the OECD indicator framework.

- **PANEL DISCUSSION AND Q&A**, chaired by **Cathal Mac Coille**, on understanding the links between gendered norms and gender gaps, the data available about gendered norms and their impact, and evidence of activities having positive impacts. With **Bathylle Missika, Sinéad Gibney, Ronnie Downes, Orla O'Connor, Fergal Fox, Nicola Tickner and Fiona Corcoran**

- Response by **Kevin McCarthy**, Secretary General, Department of Children, Equality, Disability, Integration and Youth.

- Closing remarks from **Cathal Mac Coille**.

The webinar is hosted on the **GoToWebinar** platform. For information on the minimum system requirements for attendees, please consult the following link: https://support.goto.com/webinar/help/system-requirements-for-attendees-g2w010003

Background:

The Citizens' Assembly on Gender Equality, which submitted its report to the Oireachtas on 2 June 2021, included a focus on challenging the remaining barriers and social norms and attitudes that facilitate gender discrimination towards girls and boys, women and men, and examining the social responsibility of care and women and men's co-responsibility for care, especially within the family. In its report, it has recommended measures relating to norms and stereotypes in education and the media. A recognition that restrictive gender norms may create barriers preventing women from participating in society on an equal basis with men was reflected in the aims pursued under the current National Strategy for Women and Girls, which concluded at end 2021. The Government has committed to developing and implementing a successor strategy, with consultation to commence during 2022, and has also committed to responding to each of the recommendations of the Citizens' Assembly.

https://www.gov.ie/en/campaigns/d7752-gender-equality/

References: *OECD Man Enough Report https://doi.org/10.1787/6ffd1936-en*

Statistical Spotlight No. 6, Gender Norms in Ireland, https://www.gov.ie/en/publication/c2a87f-the-statistical-spotlight-series

OUR SPEAKERS

Bathylle Missika, Head, Networks, Partnerships and Gender Division, OECD Development Centre

Ms. Bathylle Missika is Head of the Networks, Partnerships and Gender Division at the OECD Development Centre. Ms Missika oversees the Development Centre's strategic engagement with stakeholders ranging from philanthropists to MNEs and development agencies, while working on how gender equality and gender norms can be integrated into the sustainable development agenda. Ms Missika helped create and currently leads the OECD Centre on Philanthropy, which produces data and analysis on philanthropy for development.

Ms. Missika re-joined the OECD in 2012 after working in UNDP's Conflict Bureau, focusing on post-conflict and fragile countries in Africa. Ms. Missika has focused her work on issues of governance, state fragility and basic service delivery, both at the OECD and UNDP. She led the OECD network on Governance, focusing on issues such as anti-corruption, after having held the position of Deputy Coordinator of UNDP's Democratic Governance Trust Fund.

Ms. Missika holds a degree (MA, Public Service) from Sciences Po in Paris, an International Affairs degree from Tufts University and an MA in International Relations and Economics from the Johns Hopkins School of Advanced International Studies (SAIS) in Washington DC. She lectured at the Paris School of International Affairs (PSIA) from 2008-2011. She is the proud mom of two boys and a girl.

Nicola Tickner

Nicola Tickner is the statistician in the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) and is a graduate of NUIM and TCD. She works in the statistics division of the Research and Evaluation Unit in DCEDIY. Nicola is seconded from the Central Statistics Office where she worked in a number of areas and was also previously seconded to in the Department of Education.

Fiona Corcoran

Fiona Corcoran works in the statistics division of the Research and Evaluation Unit (REU) in the Department of Children, Equality, Disability, Integration and Youth (DCEDIY). Fiona joined the Department through the Irish Government Economic and Evaluation service (IGEES) in 2020, after graduating from Trinity College Dublin with an MSc in Development Practice.

Sinéad Gibney

Chief Commissioner Sinéad Gibney leads the Irish Human Rights and Equality Commission having been appointed by President Michael D. Higgins in July 2020. Sinéad was the inaugural Director of the Commission, bringing together the former legacy bodies in the merger period and building up the organisation in terms of teams, facilities, planning and structure. Prior to this she built and led Google Ireland's corporate social responsibility function, Social Action. Sinéad has also worked in providing training, consultancy and media production to a range of organisations in the civil society and public sectors. Sinéad is a lifelong learner with an undergraduate degree in History from University of Ulster and four postgraduate qualifications in the topics of Information Technology & Education (MSc) from Trinity College Dublin), Cyberpsychology from IADT Dun Laoghaire, Equality Studies (MSc) from UCD, and Human Rights Law from the Law Society. She is a former chair of the board of One Family and has served on a number of other boards; Digital Charity Lab, Victims' Rights Alliance, and the EU's Responsible Research & Innovation industry advisory group.

Ronnie Downes

Ronnie Downes is Assistant Secretary, Trade Division, Department of Enterprise, Trade and Employment. Previously Mr Downes worked in the Department of Public Expenditure and Reform, with responsibility for Ireland's public expenditure policy, including the National Development Plan and Equality Budgeting; and in the OECD, Paris, where he developed international standards in the areas of gender budgeting, climate-related financing and national measures of performance and well-being.

Mr Downes received his primary degree in Biochemistry from Trinity College Dublin, and has post-graduate qualifications in Economics, Law, Accounting and Corporate Governance.

Orla O'Connor

Orla O'Connor is Director of National Women's Council of Ireland (NWCI), the leading national women's membership organisation in Ireland, with over 190-member groups. She was Co-Director of Together For Yes, the national Civil Society Campaign to remove the 8th Amendment in the referendum. For her role in Together for Yes, Orla was recognised as one of the 100 Most Influential People by TIME magazine in 2019. Orla holds an MA in European Social Policy, and after starting out in local community-based projects, has worked in senior management in non-governmental organisations for over 25 years. Orla represents NWCI in a wide range of national and international fora. Orla is a feminist, and an expert in the policies needed to progress women's equality in Ireland. She is an accomplished public speaker, with a strong analysis of public policy. Orla has led numerous high level, successful campaigns on a wide range of issues on women's rights, including social welfare reform, pension reform and for the introduction of quality and affordable childcare. Orla is passionate about ensuring access to women's reproductive rights; about ensuring more women are in leadership positions; about ending violence against women; and increasing women's economic equality.

Fergal Fox

Fergal Fox has worked in Health Promotion in Ireland since 2002. After working briefly in education roles and care roles with drug users and ex-offenders in Dublin, Fergal entered the health service to promote the health of Traveller men and male adolescents before going on to co-ordinate Traveller Health services in the midlands from 2004 to 2011, where he led on the development and delivery of Traveller health initiatives with Traveller men and women and worked extensively in an inter-agency context. He went on to manage the HSE Health Promotion function across Dublin Mid Leinster until 2019, a role which also saw him lead out nationally in the HSE on the Healthy Ireland Men, Men's Health Action Plan. Since 2019, Fergal has worked as the Head of Stakeholder Engagement and Communications for HSE Health and Wellbeing. He has a Masters in Health Promotion, a Post Graduate Diploma in Communications and a Higher Diploma in Education.

Cathal Mac Coille

Cathal Mac Coille is a former presenter of RTE's Morning Ireland. He writes a weekly column for Tuairisc.ie and broadcasts occasionally on RTE Raidió na Gaeltachta and BBC Radio Ulster. A Dubliner, he has won several journalism awards, including News Broadcaster of the Year in 2011.

Appendix II: problem manifestation and remedies

Table I: Summary of Gender Norms Webinar (by problem identified, analysis of how problem manifests, suggested remedy and allocation of responsibility)

Problem	How it manifests	Remedy	Who is responsible?
Gender norms and stereotypes on type & value of work and care done by women and men	Men as primary earners women/girls as primary carers Gender segregation of work into "men's work" and "women's work"	Media/curriculum and educator training to challenge gender norms and stereotypes on care and work Awareness raising campaigns and policies (including targets/quotas) to promote women's and men's participation in occupationally segregated areas, such as apprenticeships, STEMM for women, and education, health and caring professions for men.	State Media
	Women experience a cumulative disadvantage because of time away from the labour market.	Policies that facilitate the combination of employment and unpaid care work. Policies that support the provision of affordable and accessible quality care.	Employer State
	Females are overrepresented in part time and low paid work	Increase the wages and status of jobs that are associated with women (education, nursing etc.). Greater socialisation of care work together with improved conditions in care sector	State
	Gender pay gap (women earn less than men and are then left to care) reinforces gender pension gap	Policies that treat care as a social investment. Policies that promote and incentivize sharing of leave between mothers and fathers and normalise parental leave for employers Adopt the Recommendations of the Citizens' Assembly on Gender Equality on Norms and Stereotypes in Education; Care; Pay and Workplace conditions	State, Employers
Gender norms and stereotypes of men not suited to or good at care	Men are discouraged to care Women do most of the unpaid care work Men miss out from the rewards of caring Low take up in paternal leave	Article 41.2 of Bunreacht na hÉireann amended to include gender neutral language and recognise and value care Support male childcare workers (improve conditions and pay for carers) upgrade care occupations into higher value categories Policies for mandatory sharing of parental leave adequately remunerated and non-transferable. Make Men's Care More Visible: Awareness campaigns normalise men as carers Showcase examples of changes in men's values, actions, and decisions. For example, highlighting organisations including employers and high-profile men involved in gender equality or reversing stereotypical depictions of caring roles. Incentivize employers to encourage uptake of parental leave (rethink the employment-conditions, organisation, culture in ways to reduce the gender care gap)	State / Law Education, State, Employers State, Employers

Problem	How it manifests	Remedy	Who is responsible?
		Adopt the Recommendations of the Citizens' Assembly on Gender Equality on Norms and Stereotypes in Education; Care; Pay and Workplace conditions and Social Protection	
Gender norms and stereotyping about women and men as leaders	Women are under-represented in public life and decision making Women are under-represented on company boards and in senior leadership positions in business	Education to challenge gender norms and stereotypes about who should participate in public life and whom can be a good leader Gender quotas to improve balance in representation of women and men in decision making Introduce policies to mitigate against unconscious bias in recruitment / promotion Reconfigure culture, networks and structures of recruitment and promotion in corporate life that advantage men Adopt the Recommendations of the Citizens' Assembly on Gender Equality on Leadership, Public Life and the Workplace	State Education Public and Private Sector Employers
Gender norms and stereotypes about Sexual consent and domestic, gender-based violence and sexual assault	Retrograde attitudes towards sexual consent and awareness of domestic, sexual and gender-based violence (perpetuate rape myths and victim blaming/ false equivalences of harm)	Comprehensive review of Relationship, Sexuality Education curriculum National information, awareness, and education campaigns around sexual consent The Istanbul Convention resourced and fully implemented Adopt the Recommendations of the Citizens' Assembly on Gender Equality on Domestic, Sexual and Gender Based Violence	Education, State, Society, Media
Data deficits and Knowledge Gaps on gender norms and stereotypes	Lack of data on private sphere: on unpaid care work performed at home (national and EU comparative data). Data deficit on changing role of men (in all their diversity) and masculinity with regards to care responsibilities Data deficit on the intersections between the gender care gap and inequalities relating to race/ethnicity, nationality, sexuality and gender identity	Harvest data generated from: gender and equality budgeting processes across all departments and the entire budgetary cycle Gender + Inequality impact assessment of policies to support carers-andparental leave Rapid Assessment Surveys at the national level (modelled on the CSO data collected during the Covid 19 pandemic) on attitudes to care Digital Dashboard on gender norms and care work Qualitative Data stream: Expert interviews/workshops; narratives from women and men (including marginalised communities) on attitudes, behaviours re. care responsibilities Quantitative survey data care work: Time Use series (with multitasking dimensions/primary and secondary household activities): UN International Classification of Activities for Time-Use Statistics: ILO Gender Care Empowerment Index (GCEI). Time use survey data combined with household expenditure data to provide more comprehensive data on the value of unpaid time. All disaggregated by gender, race, ethnicity, disability, citizenship status, female to male ratio of participation rate in unpaid care and housework, by activity Attitudinal data including on financial decision making	State, Civil Society and Private sector
	Data deficit the incidence of sexual, domestic, gender-based violence	Sexual Abuse and Violence in Ireland. (SAVI) report, Data requirements: Strategy on Gender Based Violence and Istanbul Convention	State, Civil Society and Private sector

Problem	How it manifests	Remedy	Who is responsible?
		Survey data on reproductive and sexual health decision making (gender/ intersectional disaggregated data)	
	Lack of Data on public sphere: (gender + inequality disaggregated data –on work and care conflicts)	Quantitative and Qualitative analysis of women's and men's working patterns (Sector-based analysis) comparisons according to parent status/ ethnic identifier Employer surveys on attitudes to and practices towards flexible work/parental and care leave.	
	Data deficit on women categorised as qualified adult dependents	Social security/welfare (administrative data) for qualified adults (individualisation of benefits)	
	Best practices regarding how public authorities, educational institutions, and workplaces have supported carers combining paid and unpaid care-work (with a focus on innovations during Covid-19)	Use data to explain sources and consequences of gender inequality and profile evidence based Best stories' of progressive gender norms and diverse and progressive masculinities'	

Appendix III: resources, further reading

Tool Kits on Gender Norms and Gender Equality

Toolkit for Mainstreaming and Implementing Gender Equality,
https://www.oecd.org/gender/governance/toolkit/

Educational toolkits to help fight gender stereotypes based on the example of the transport sector -
Publications Office of the EU (europa.eu) https://op.europa.eu/en/publication-detail/-
/publication/8c69d189-315c-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-search

ILO toolkits on women's empowerment in public and private spheres

https://www.ilo.org/empent/Projects/WCMS_646572/lang--en/index.htm

https://www.ilo.org/empent/Publications/WCMS_760529/lang--en/index.htm

https://www.ilo.org/empent/Publications/WCMS_756721/lang--en/index.htm

Eurofound Labour Market Change (2020) Women and Labour Market Equality: Has Covid-19 Rolled back
Recent Gains? https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef

Time Use Survey Methodologies:

U.S Bureau of Labor Statistics (2021) The American Time Use Study. https://www.bls.gov/tus/

UN Statistical Division (2021) International Classification of Activities for Time-Use Statistics 2016 (ICATUS
2016). https://unstats.un.org/unsd/gender/timeuse/23012019 ICATUS.pdf

Comparative European Research Projects Assessing Gender Inequalities:

Reducing gendered inequalities caused by the COVID-19 pandemic - Resistiré (https://resistire-project.eu/)

Press and blog- UHasselt RESISTIRÉ's recommendations to reduce the gender care gap.
https://www.uhasselt.be/en/aparte-sites-partner-en/epipose/press-and-blog#anch-ff1-resistire-reducing-
the-impact-of-covid-19-policies-on-gendered-inequalities

Gender Equality Actions in Research Institutions to traNsform Gender ROLES (GEARING-Roles) challenging
and transforming gender roles and identities linked to professional careers, and work towards real
institutional change. https://gearingroles.eu/

CAPABLE – Enhancing Capabilities? Rethinking Work-life Policies and their Impact from a New Perspective.
https://worklifecapabilities.com/

Research on Education and Gender Stereotypes in Ireland:

McCoy S.; Byrne D.;O' Connor P. (2021) 'Gender stereotyping in mothers' and teachers' perceptions of boys'
and girls' mathematics performance in Ireland'. Oxford Review of Education,
https://www.tandfonline.com/doi/full/10.1080/03054985.2021.1987208

Research on Parental Leave and Measuring Care paid and unpaid

Barry, U., and Jennings C. (2021) Gender equality: Economic value of care from the perspective of the
applicable EU funds (europa.eu),
https://www.europarl.europa.eu/RegData/etudes/STUD/2021/694784/IPOL_STU(2021)694784_EN.pdf

Banister, E., and Kerrane, B. (2022). Glimpses of change? UK fathers navigating work and care within the context of Shared Parental Leave. *Gender, Work & Organization*, 1– 16. https://doi.org/10.1111/gwao.12813

Björk Eydal., and Rostgaard, T. (2018) Policies Promoting Active Fatherhood in Five Nordic Countries, Fathers, Childcare and Work, *Contemporary Perspectives in Family Research* DOI: 10.1108/S1530-353520180000012011, (257-279).

Dean,L., Churchill, B and Ruppanner, L., (2022) The mental load: building a deeper theoretical understanding of how cognitive and emotional labor overload women and mothers, *Community, Work & Family*, 25:1, 13-29, DOI: 10.1080/13668803.2021.2002813

Chung, H.,Ameeta Jaga. A., and Susan Lambert, S., (2022) Possibilities for change and new frontiers: introduction to the Work and Family Researchers Network special issue on advancing equality at work and home, *Community, Work & Family*, 25:1, 1-12, DOI: 10.1080/13668803.2022.2008057

Doss Cheryl R. (2021) Diffusion and Dilution: The Power and Perils of Integrating Feminist Perspectives Into Household Economics, *Feminist Economics,* 27:3, 1-20, DOI: 10.1080/13545701.2021.1883701

Duvander, A., and Ruspini, E. (2021) Who Benefits from Parental Leave Policies? A Comparison Between Nordic and Southern European Countries, *The Palgrave Handbook of Family Sociology in Europe*, 10.1007/978-3-030-73306-3, (223-238).

Javornik, J., and Yerkes, M. A. (2020) Conceptualizing National Family Policies: A Capabilities Approach, *The Palgrave Handbook of Family Policy*, 10.1007/978-3-030-54618-2, (141-167).

Johnston C., and Bradford, S. (2021) 'Where are all the men?' working-class male students and care-based degrees, *Journal of Further and Higher Education*, DOI: 10.1080/0309877X.2021.2002283

Lafferty, D. Phillips, G. Fealy, G. Paul, C. Duffy, L. Dowling-Hetherington, M. Fahy, B. Moloney & T. Kroll (2022): Making it work: a qualitative study of the work-care reconciliation strategies adopted by family carers in Ireland to sustain their caring role, *Community, Work & Family*, article: https://doi.org/10.1080/13668803.2022.2043826

Miller R., and Bairoliya, N., (2021) Parental Caregivers and Household Power Dynamics, *Feminist Economic*s, DOI: 10.1080/13545701.2021.1975793

Petts, R.J., Knoester, C. and Waldfogel, J. Fathers' Paternity Leave-Taking and Children's Perceptions of Father-Child Relationships in the United States. *Sex Roles* **82,** 173–188 (2020). https://doi.org/10.1007/s11199-019-01050-y, https://link.springer.com/article/10.1007/s11199-019-01050-y

Samtleben, C., Müller, K.U., (2022) (2022) Care and careers: Gender (in)equality in unpaid care, housework and employment , *Research in Social Stratification and Mobility*, Volume 77, https://doi.org/10.1016/j.rssm.2021.100659

Sikirić A.M. (2021) The Effect of Childcare Use on Gender Equality in European Labour Markets, *Feminist Economics*, 27:4, 90-113, DOI: 10.1080/13545701.2021.1933560

Stovell , C., and Besamusca, J., (2022) Full-time hours, part-time work: questioning the sufficiency of working hours as a measure of employment status, *Community, Work & Family*, 25:1, 63-83, DOI: 10.1080/13668803.2021.1991888

Yucel D., and Chung, H. (2021): Working from home, work–family conflict, and the role of gender and gender role attitudes, *Community, Work & Family,* https://doi.org/10.1080/13668803.2021.1993138

Public Awareness Campaigns on Masculinities:

https://promundoglobal.org/

https://that-guy.co.uk/