



# Work $\Xi$ qual

## empowering progress

Research Findings to Mark Equal Pay Day 2021

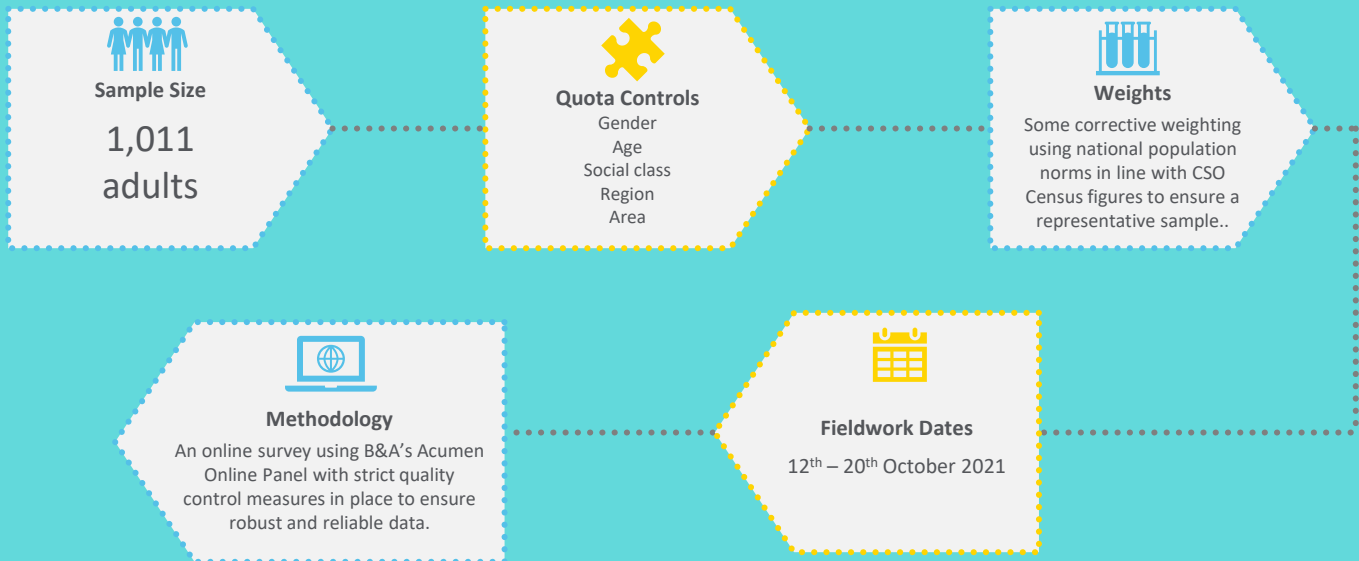
# About Work Equal

- WorkEqual is a charity providing innovative, targeted services to help people (re)entering the workforce to reach sustained economic independence.
- It began life as Dress for Success Dublin, founded in 2011 to provide workplace styling and career consulting to women in the Dublin region. Since then, it has evolved into a national organisation, providing services to women across Ireland and partnering with relevant networks, agencies and employers nationwide.
- Over the past decade, the organisation has supported more than 3,000 women in total, 60% of whom have gone on to secure a job or return to education.
- WorkEqual's vision is an Ireland where everyone's skills and potential are recognised by a society that champions workplace equality and fair remuneration.

## Annual Workplace Gender Equality Campaign

- Each November since 2016, WorkEqual has run a campaign to raise awareness of gender inequalities in Irish workplaces and develop solutions to address them.
- The campaign includes Equal Pay Day – the date on which women in Ireland effectively stop earning, relative to men, because of our gender pay gap of 14.4%. In 2021, Equal Pay Day falls on Monday, 8<sup>th</sup> November.
- For the 2021 campaign, WorkEqual is focusing on caring duties. Throughout November, the organisation will be highlighting how caring duties, especially childcare, impact on women's participation in the workforce.
- The campaign is sponsored by SOLAS and Permanent TSB.

# Research to Mark Equal Pay Day 2021



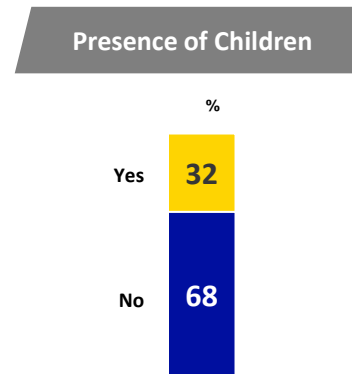
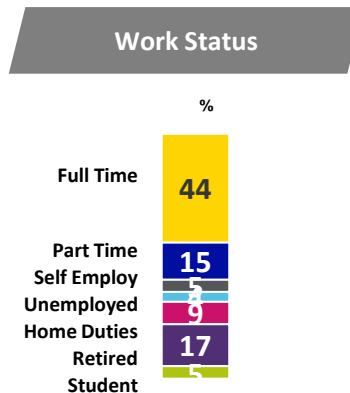
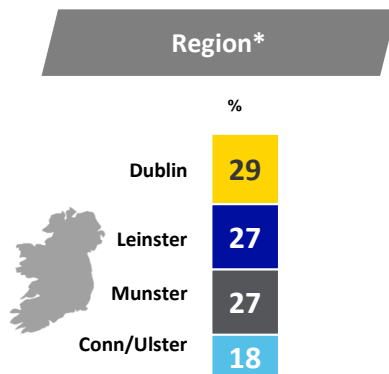
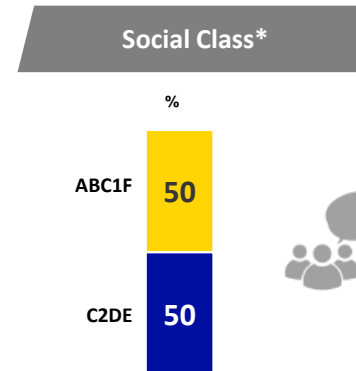
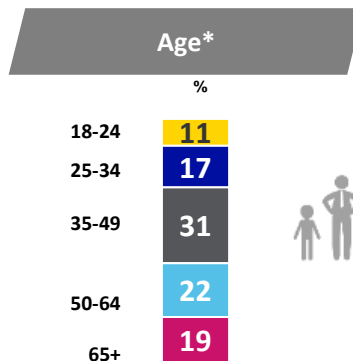
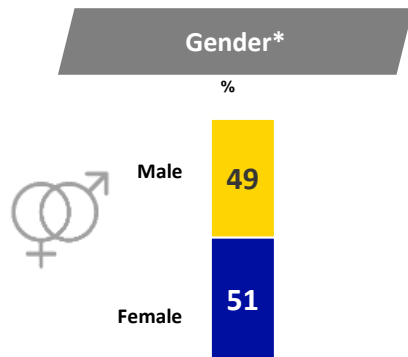
Online survey conducted by B&A on behalf of WorkEqual with a nationally representative sample of adults aged 16+

# Profile of Sample

WorkEqual



Base: All Adults 16+ 1,011/3,839,000



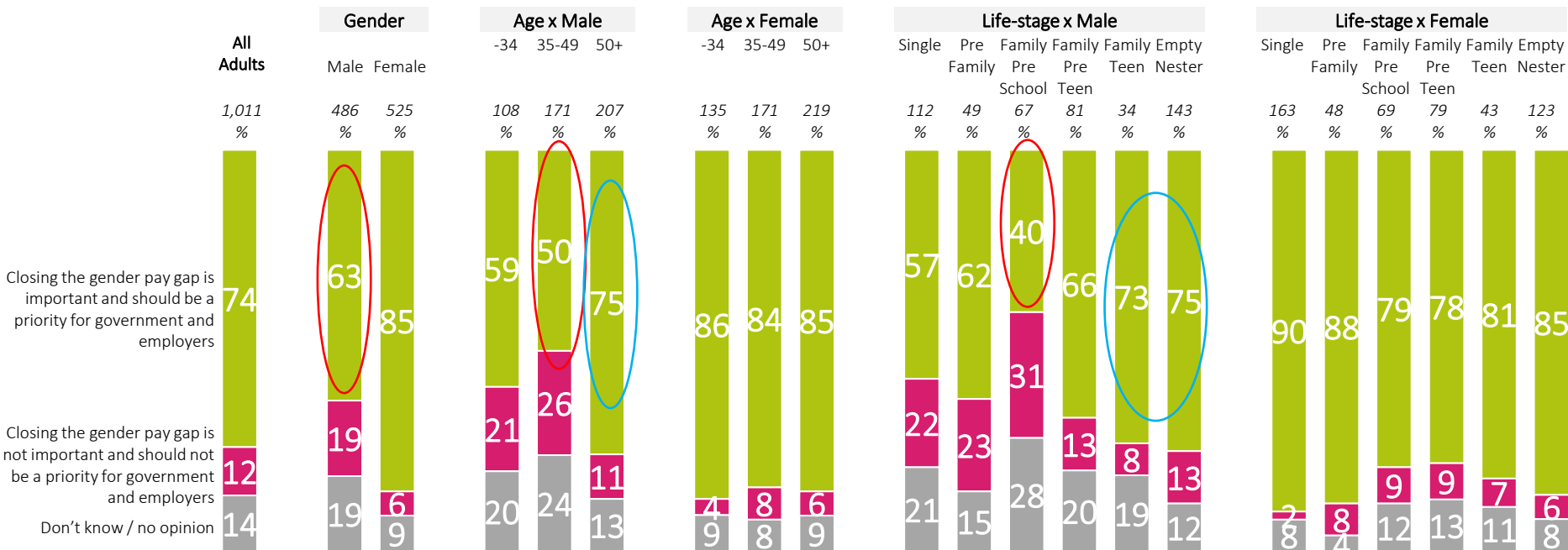
Quota targets based on the census are used for gender, age and region, with industry-agreed targets for social class. Other parameters such as work status or presence of children emerge as non quota-based results.

## Support for Closing the Gender Pay Gap

- 74% believe closing the gender pay gap is important and should be a priority for government and employers.
- Support is particularly strong amongst women: 85% of women agree with this statement, compared to 63% of men.
- Older men are more likely to agree with this statement than younger men.

# Closing gender pay gap a priority for most

Base: All adults 16+ - 1,011/3,839,000



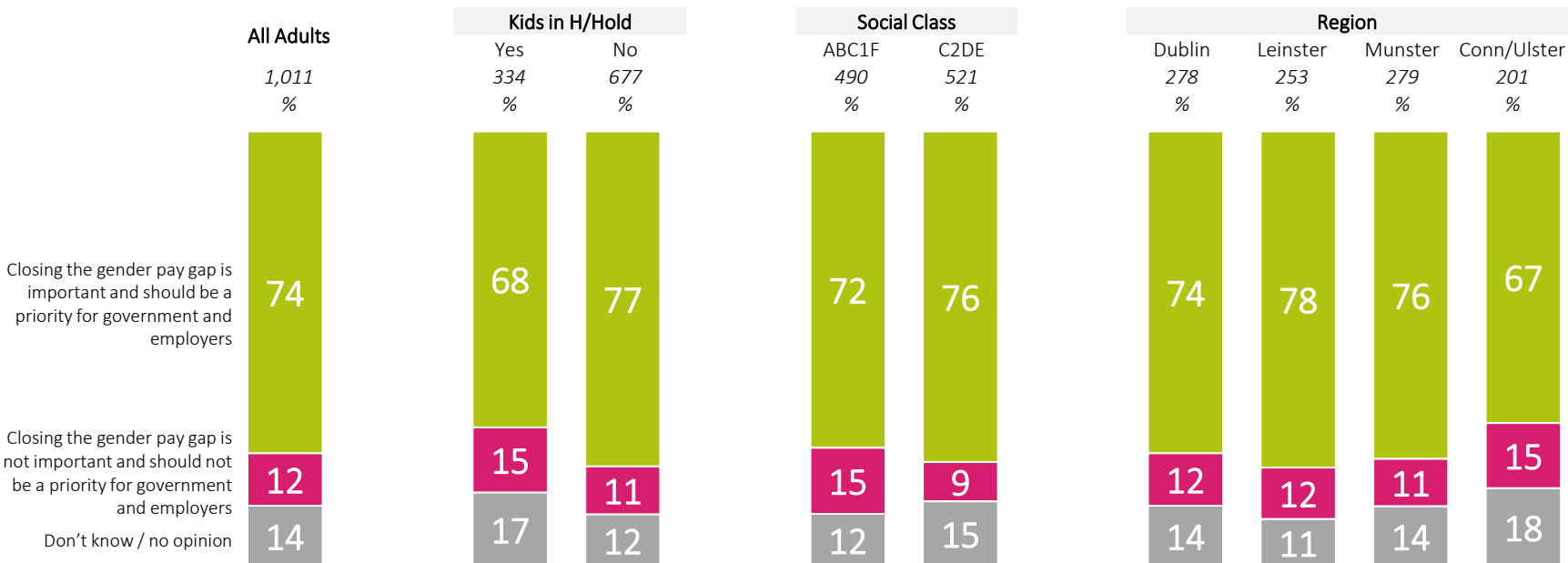
3 in 4 believe that closing the gender pay gap is important and should be made a priority (particularly high among women). It is interesting to note the growth in men who agree with this sentiment by age and life-stage, with older men at a later family stage (pre-teen+) more likely to agree. Probable that they have seen the gender pay gap in respect of their spouses/daughters.



Q.1a Firstly, looking at the following points of view, which of these alternatives is the closest to your own point of view?

# General importance across cohorts

Base: All adults 16+ - 1,011/3,839,000



Some variation in responses with less in Connacht and, in some contrast to the previous slide, marginally fewer with children seeing it as important.



Q.1a Firstly, looking at the following points of view, which of these alternatives is the closest to your own point of view?

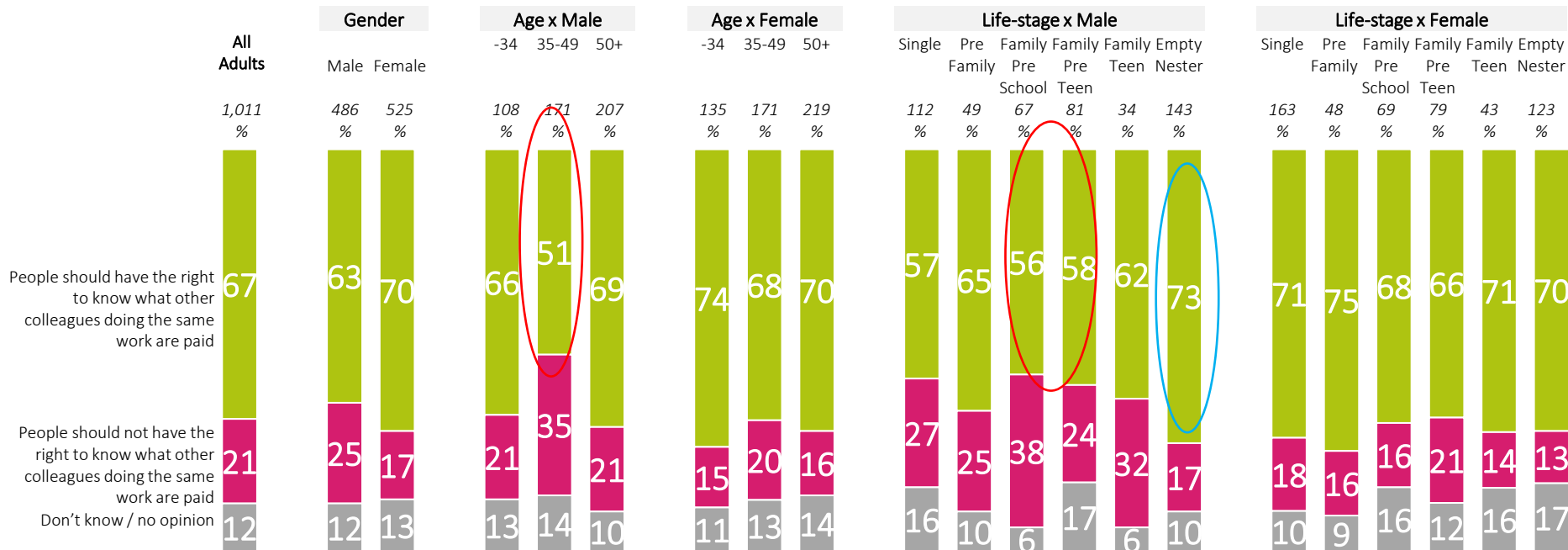
# Pay Transparency

- 67% are in favour of pay transparency: they believe people should have the right to know what other colleagues doing the same work are paid.
- Support is highest amongst women (70% of women agree vs. 63% of men).



# Support for pay transparency

Base: All adults 16+ - 1,011/3,839,000



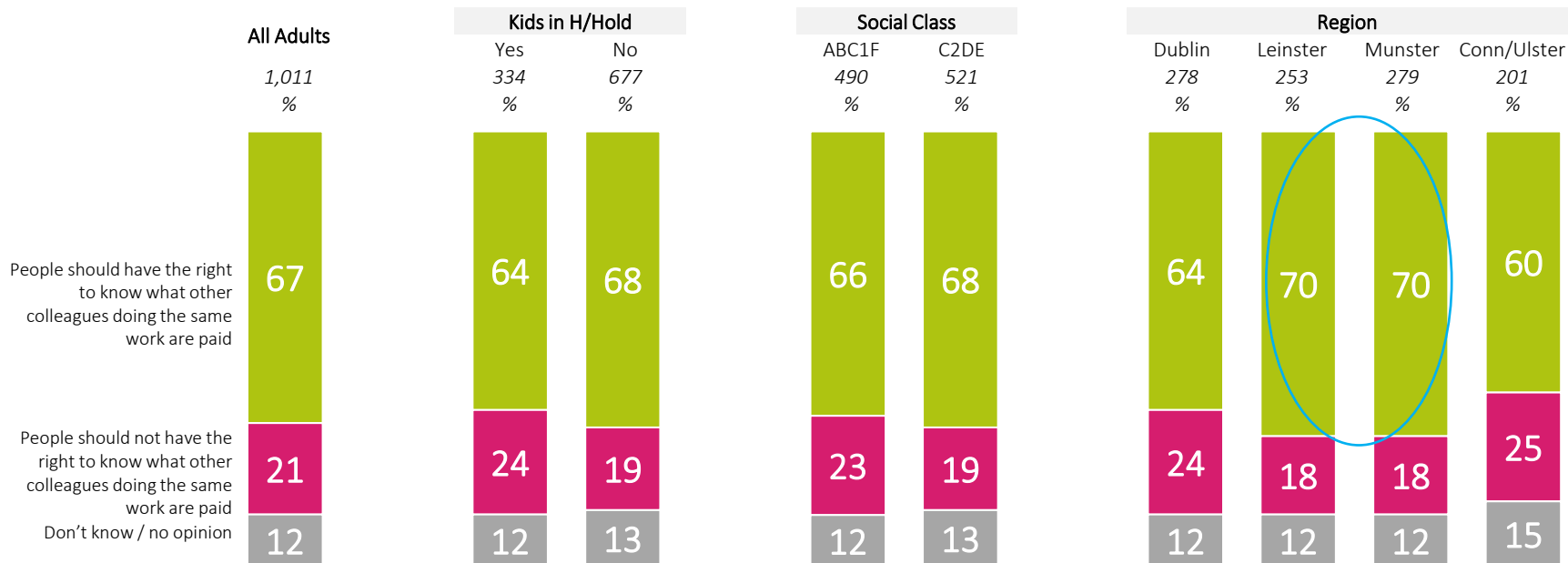
2 in 3 are in favour of knowing what colleagues get paid. This increases among women and remains steady across age and life-stage. Men, although the majority support the idea, show more variance across age and life-stage.



Q.1a Firstly, looking at the following points of view, which of these alternatives is the closest to your own point of view?

# Support across the board for pay transparency

Base: All adults 16+ - 1,011/3,839,000



The most variance is seen in terms of region, with those in Connacht/Ulster and, to an extent, those in Dublin less likely to agree with transparent salaries among colleagues.



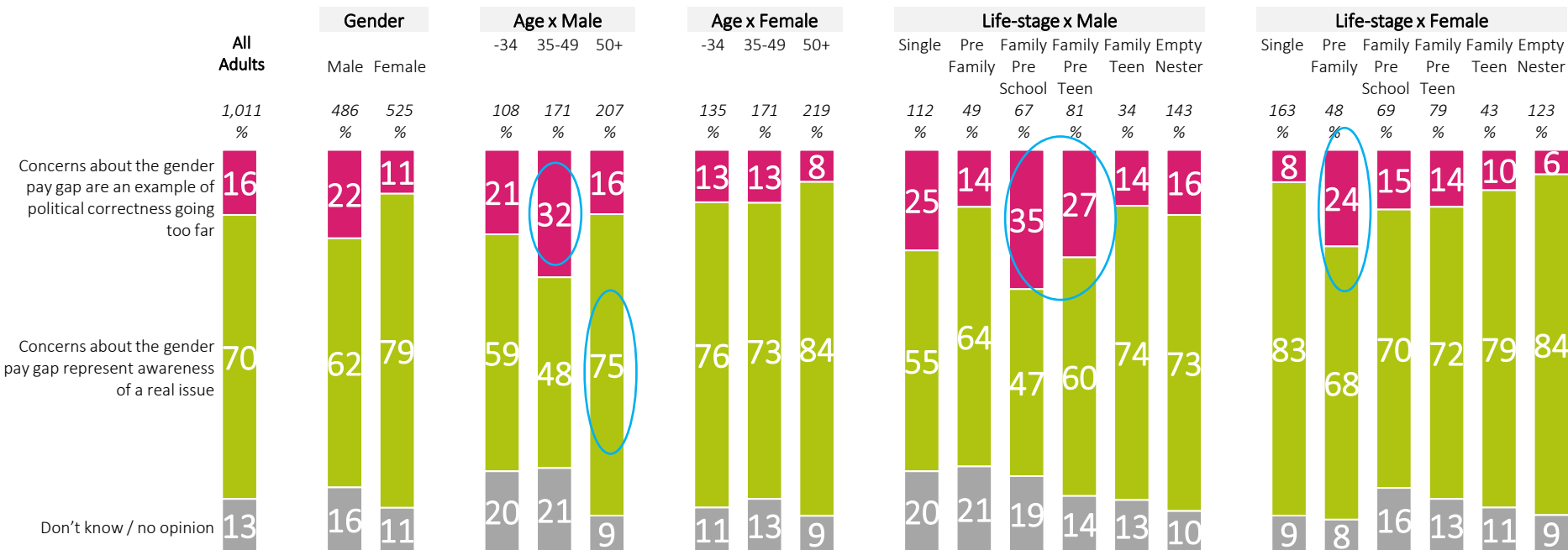
Q.1a Firstly, looking at the following points of view, which of these alternatives is the closest to your own point of view?

# Perceptions of the Gender Pay Gap

- The vast majority of people (70%) believe concerns about the gender pay gap represent awareness of a real issue.
- In contrast, 16% believe they are an example of political correctness going too far.

# 7 in 10 feel that gender pay gap is a real issue

Base: All adults 16+ - 1,011/3,839,000



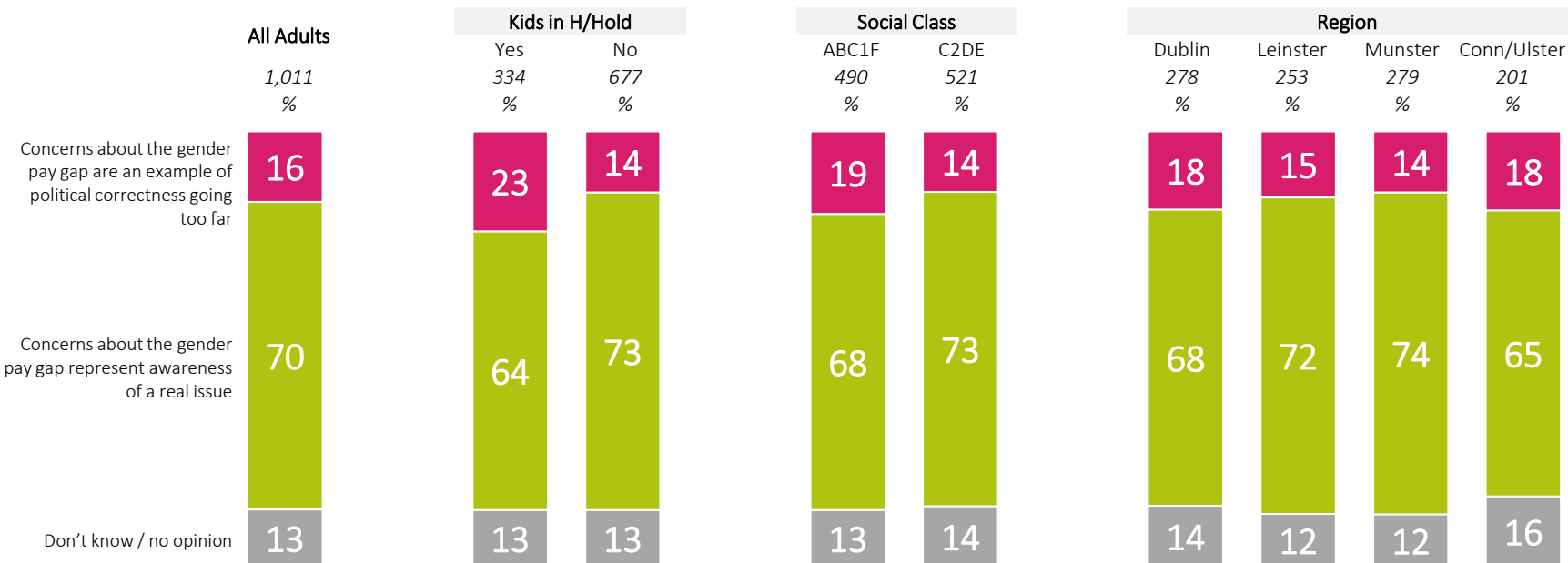
Strong belief (7 in 10) that concerns around gender pay gap highlights awareness of a real issue. This belief is stronger among women, though females at pre-family stage are less likely to agree. Once again, we see a variance across men, with middle-aged men (and those in pre-school & pre-teen stage) somewhat more likely to see this as political correctness gone too far.



Q.1a Firstly, looking at the following points of view, which of these alternatives is the closest to your own point of view?

# Strong belief that gender pay gap is a real issue

Base: All adults 16+ - 1,011/3,839,000



More than 4 in 5 who express an opinion feel the gender pay gap is a real issue. Those with kids in the household are more likely (1 in 4) to believe that concerns surrounding the gender pay gap are an example of political correctness gone too far. There is a slightly higher likelihood of middle-class adults believing this also (1 in 5).



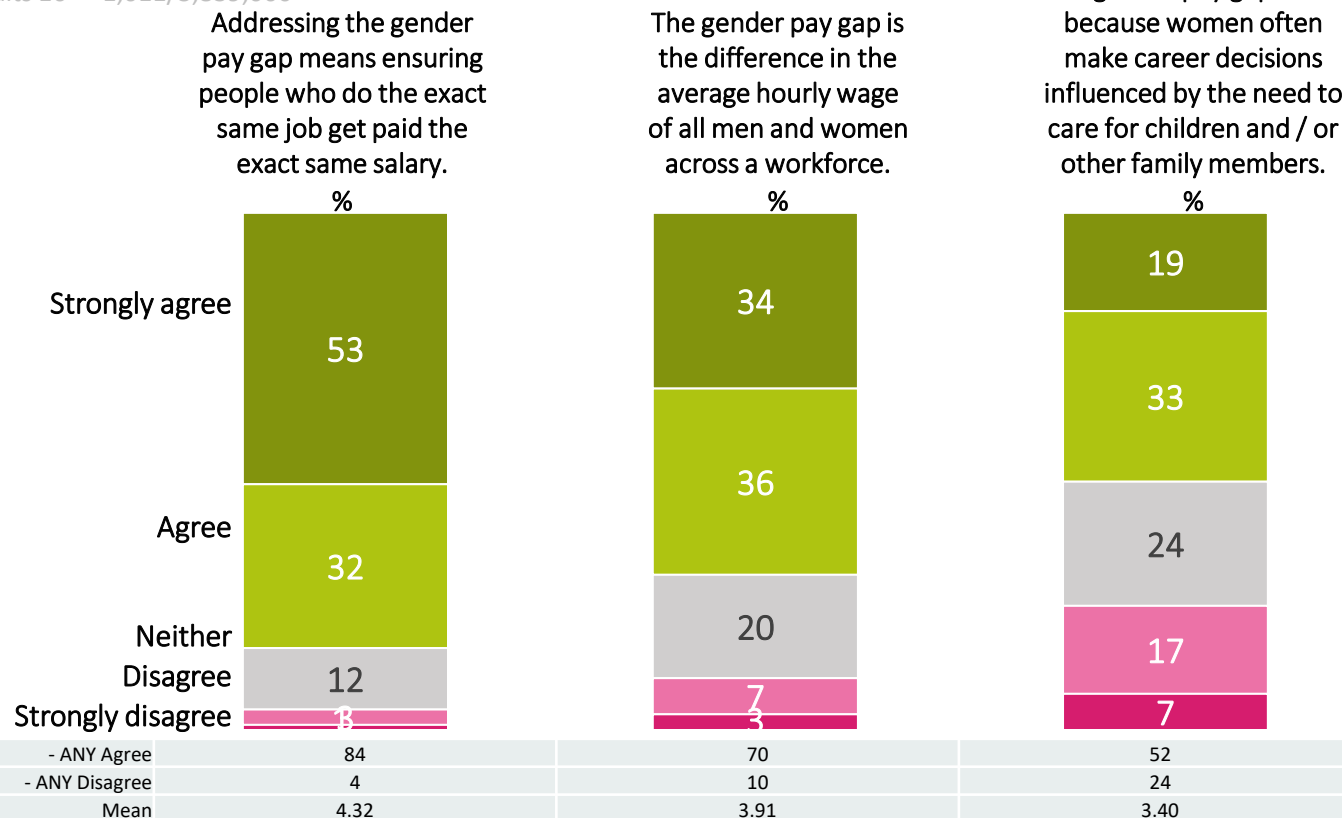
Q.1a Firstly, looking at the following points of view, which of these alternatives is the closest to your own point of view?

# Understanding of the Gender Pay Gap & its Causes

- Understanding is mixed.
- 70% of people recognise that the gender pay gap is the difference in the average hourly wage of all men and women across a workforce.
- 85% equate addressing the gender pay gap with ensuring people who do the exact same job get paid the exact same salary.
- Only 52% believe the gender pay gap exists because women often make career decisions influenced by the need to care for children and / or other family members.

# Understanding of the gender pay gap and its causes

Base: All adults 16+ - 1,011/3,839,000



There is a generally strong understanding of what the gender gap is, though this does fall back quite substantially when we focus on what helps cause the gap with roughly half of respondents agreeing that the gap exists due to career decisions made by women due to caring responsibilities: a quarter disagree in this regard.

# Level of agreement x demographics

Base: All adults 16+ - 1,011/3,839,000

ANY AGREE	All Adults	Gender		Age					Kids in H/Hold		Social Class		Region			
		Male	Female	18-24	25-34	35-49	50-64	65+	Yes	No	ABC1	C2DE	Dublin	Leinster	Munster	Conn/ Ulster
	1,011	486	525	59	184	342	244	182	334	677	490	521	278	253	279	201
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Addressing the gender pay gap means ensuring people who do the exact same job get paid the exact same salary.	84	78	91	79	80	80	90	92	79	87	84	84	84	83	86	83
The gender pay gap is the difference in the average hourly wage of all men and women across a workforce.	70	64	75	69	65	62	77	79	65	72	68	71	71	68	71	69
The gender pay gap exists because women often make career decisions influenced by the need to care for children and / or other family members.	52	47	57	47	47	55	51	54	54	51	56	48	55	51	48	54

Stronger understanding of what the gender gap is among women, older cohorts, and interestingly those without kids in the household (many of whom will have grown-up children). When we focus on how the gap is created, again women and older cohorts are more likely to agree, although the extent of agreement is more limited.



Q.2 To what extent do you agree with each of the following statements ...



# Level of agreement x male/female breakdown

Base: All adults 16+ - 1,011/3,839,000

ANY AGREE	All Adults	Age x Male			Age x Female			Life-stage x Male						Life-stage x Female					
		-34	35-49	50+	-34	35-49	50+	Single	Pre Family	Family Pre School	Family Pre Teen	Family Teen	Empty Nester	Single	Pre Family	Family Pre School	Family Pre Teen	Family Teen	Empty Nester
	1,011	108	171	207	135	171	219	112	49	67	81	34	143	163	48	69	79	43	123
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Addressing the gender pay gap means ensuring people who do the exact same job get paid the exact same salary.	84	74	69	86	85	90	95	71	77	66	76	84	89	91	85	84	91	93	96
The gender pay gap is the difference in the average hourly wage of all men and women across a workforce.	70	63	52	75	70	72	80	56	66	62	58	69	75	78	72	74	64	74	78
The gender pay gap exists because women often make career decisions influenced by the need to care for children and / or other family members.	52	44	49	46	49	61	59	50	39	57	43	47	43	51	59	54	66	61	59

When breaking down gender, we see that males and females who have likely experienced the gender pay gap (for men, most probably in the form of a partner's experience) are much more likely to understand what the gender pay gap is. Women, however, agree more strongly overall. Those in probable caring roles (e.g. with family at pre-school, pre-teen and teen stages) are most likely to agree that it can stem from career decisions influenced by family caring duties.



Q.2 To what extent do you agree with each of the following statements ...



## Caring & Household Duties

- 52% say that, in their own family, **household planning tasks** – such as shopping lists, meal planning, and organising gifts, holidays and social occasions – are more likely to be a woman's responsibility. 42% feel these tasks are likely to be shared between women and men, but only 2% said they are more likely to be a man's responsibility.
- 48% say **housework** – such as laundry, cooking and cleaning – is more likely to be a woman's responsibility. 46% say it is likely to be shared. Only 3% say it is more likely to be a man's responsibility.
- 48% believe **childcare arrangements** – including sourcing and selecting a provider, drop-offs and collections – are more likely to be a woman's responsibility. 37% say this is likely to be a shared responsibility, while only 2% believe it is likely to be a man's responsibility.
- When it comes to **covering childcare costs out of your own salary**, 18% say this is more likely to be a woman's responsibility; 59% say it is likely to be shared; and 7% believe it is more likely to be a man's responsibility.

# Caring responsibilities & gender

WorkEqual



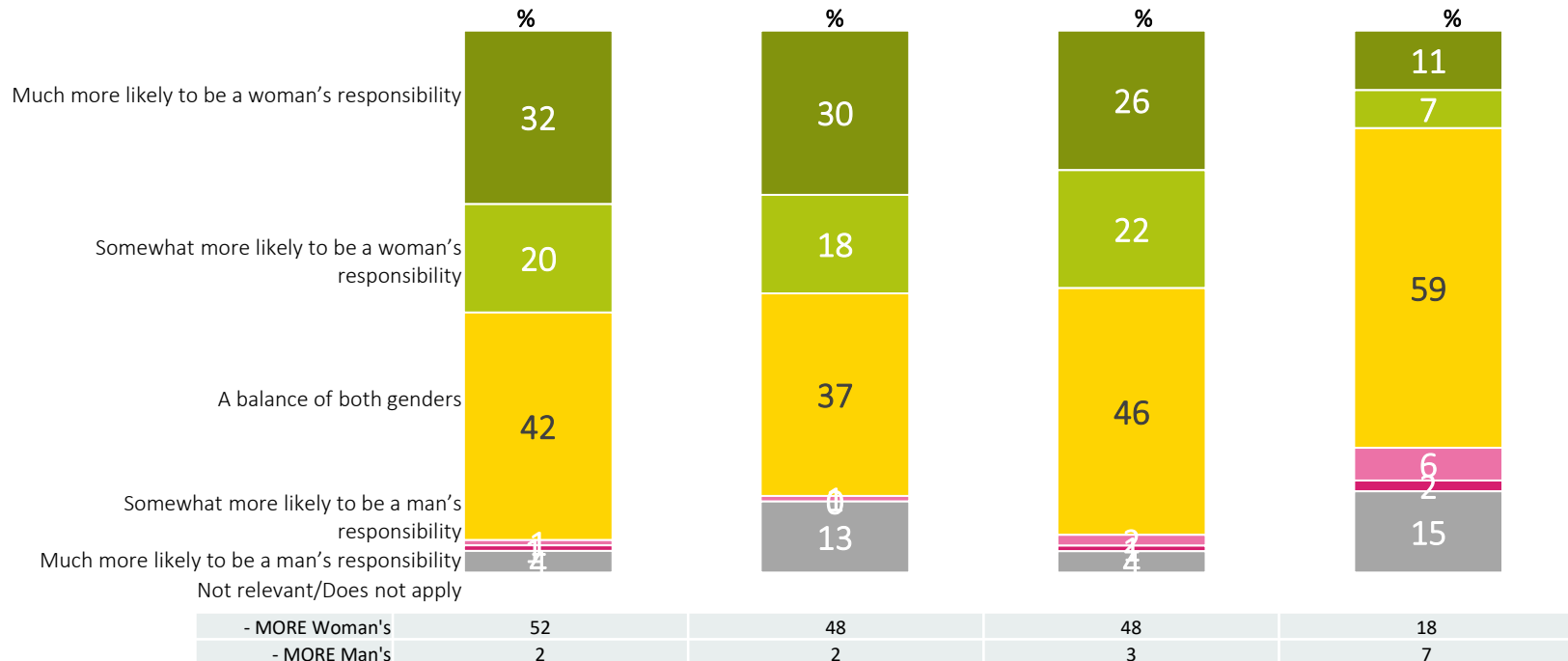
Base: All adults 16+ - 1,011/3,839,000

Household planning  
(shopping lists, meal  
planning, gifts, holidays, social  
occasions, etc.)

Childcare arrangements (e.g  
sourcing and selecting a  
provider, collections, drop  
offs, etc.)

Housework (e.g. laundry,  
cooking, cleaning, etc.)

Covering the costs of  
childcare out of your own  
salary



Though there is a substantial group that view these responsibilities as a balance between both genders, there still remains a high proportion who view these as women's responsibilities, especially when compared to men. The one responsibility that appears to be somewhat balanced is the covering of costs in childcare.

Q.3 Thinking of your own family, which of the following are more likely to be a woman's or man's responsibility? ...

# Perceive these roles as a woman's responsibility x demographics

Base: All adults 16+ - 1,011/3,839,000

MORE WOMAN'S RESPONSIBILITY	All Adults	Gender		Age					Kids in H/Hold		Social Class		Region			
		Male	Female	18-24	25-34	35-49	50-64	65+	Yes	No	ABC1	C2DE	Dublin	Leinster	Munster	Conn/Ulster
	1,011	486	525	59	184	342	244	182	334	677	490	521	278	253	279	201
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Household planning (shopping lists, meal planning, gifts, holidays, social occasions, etc.)	52	29	73	53	52	53	51	49	56	50	53	51	51	50	51	56
Childcare arrangements (e.g. sourcing and selecting a provider, collections, drop offs, etc)	48	33	62	55	46	49	48	44	53	46	50	46	48	45	49	50
Housework (e.g. laundry, cooking, cleaning, etc.)	48	30	65	53	45	50	49	41	53	45	49	47	48	44	46	54
Covering the costs of childcare out of your own salary	18	9	27	29	19	19	18	9	22	16	22	15	17	19	15	23

There is a marked division by gender: women see these roles as predominantly female responsibilities whereas men are much less likely to agree with this



Q.3 Thinking of your own family, which of the following are more likely to be a woman's or man's responsibility? ...

# Level of agreement: Caring responsibilities x demographics

Base: All adults 16+ - 1,011/3,839,000

MORE WOMAN'S RESPONSIBILITY	All Adults	Age x Male			Age x Female			Life-stage x Male						Life-stage x Female					
		-34	35-49	50+	-34	35-49	50+	Single	Pre Family	Family Pre School	Family Pre Teen	Family Teen	Empty Nester	Single	Pre Family	Family Pre School	Family Pre Teen	Family Teen	Empty Nester
	1,011	108	171	207	135	171	219	112	49	67	81	34	143	163	48	69	79	43	123
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Household planning (shopping lists, meal planning, gifts, holidays, social occasions, etc)	52	31	30	27	73	76	71	32	22	33	30	26	28	71	71	82	78	68	72
Childcare arrangements (e.g. sourcing and selecting a provider, collections, drop offs, etc.)	48	33	33	34	66	65	57	38	24	37	34	29	32	57	53	69	70	75	59
Housework (e.g. laundry, cooking, cleaning, etc.)	48	31	31	28	66	69	62	34	26	37	30	30	24	62	62	75	70	73	61
Covering the costs of childcare out of your own salary	18	15	13	3	31	26	24	12	9	9	15	7	3	28	21	30	35	34	18

Similar to the previous table, there are clear divisions between gender. Among men, we also see some division with early family stages (and single) all showing a stronger understanding that women take on more caring responsibilities. This is also the case among women, as all within the family phases indicate stronger agreement that women take on these caring responsibilities more often than men.



Q.3 Thinking of your own family, which of the following are more likely to be a woman's or man's responsibility? ...

A young boy with glasses and a dark suit jacket is shaking hands with a young girl with red glasses and a dark jacket. They are outdoors, with trees and a blurred background. The boy is on the left, smiling, and the girl is on the right, also smiling. The background is a soft-focus outdoor setting with green foliage and a building in the distance.

# Workplace Support for Caring Duties

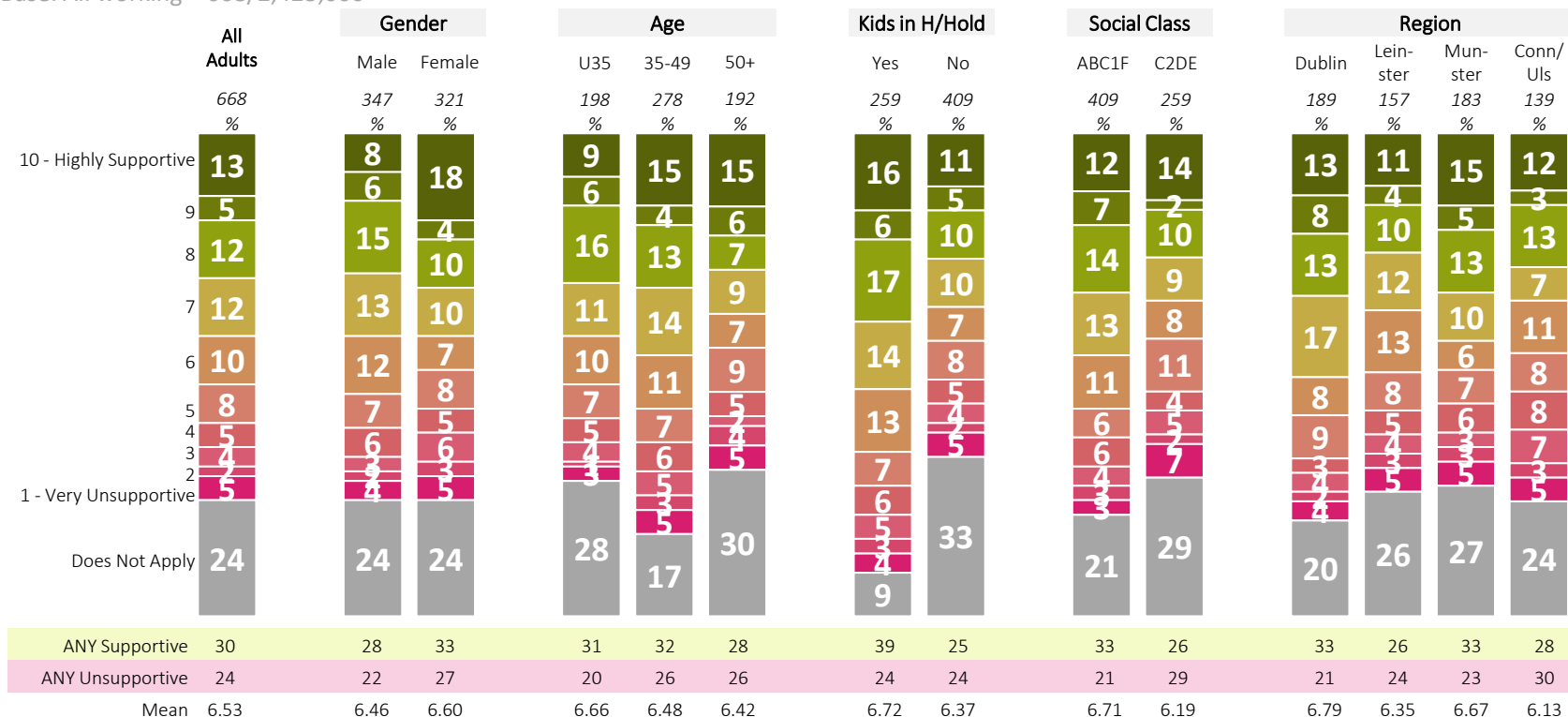
When asked to rate their own workplace in terms of family caring supports, the results are very polarised:

- 30% state their workplace is highly supportive (rating it 8, 9 or 10 on a 10-point scale).
- 24% feel their workplace is unsupportive (rating it 5 or less).
- Those with children, in Dublin and from middle-class backgrounds consider their workplaces to be more supportive

# Does your workplace facilitate childcare and family support?

Base: All working – 668/2,423,000

WorkEqual



Among those who are working, results are highly polarised with 30% stating that their workplace is supportive (10/9/8) in aiding family responsibilities, while 24% feel their workplace is unsupportive (5-1). This is a common theme across the cohorts, although it is encouraging to note that those with kids, in Dublin and from middle-class backgrounds consider their workplaces to be more supportive.

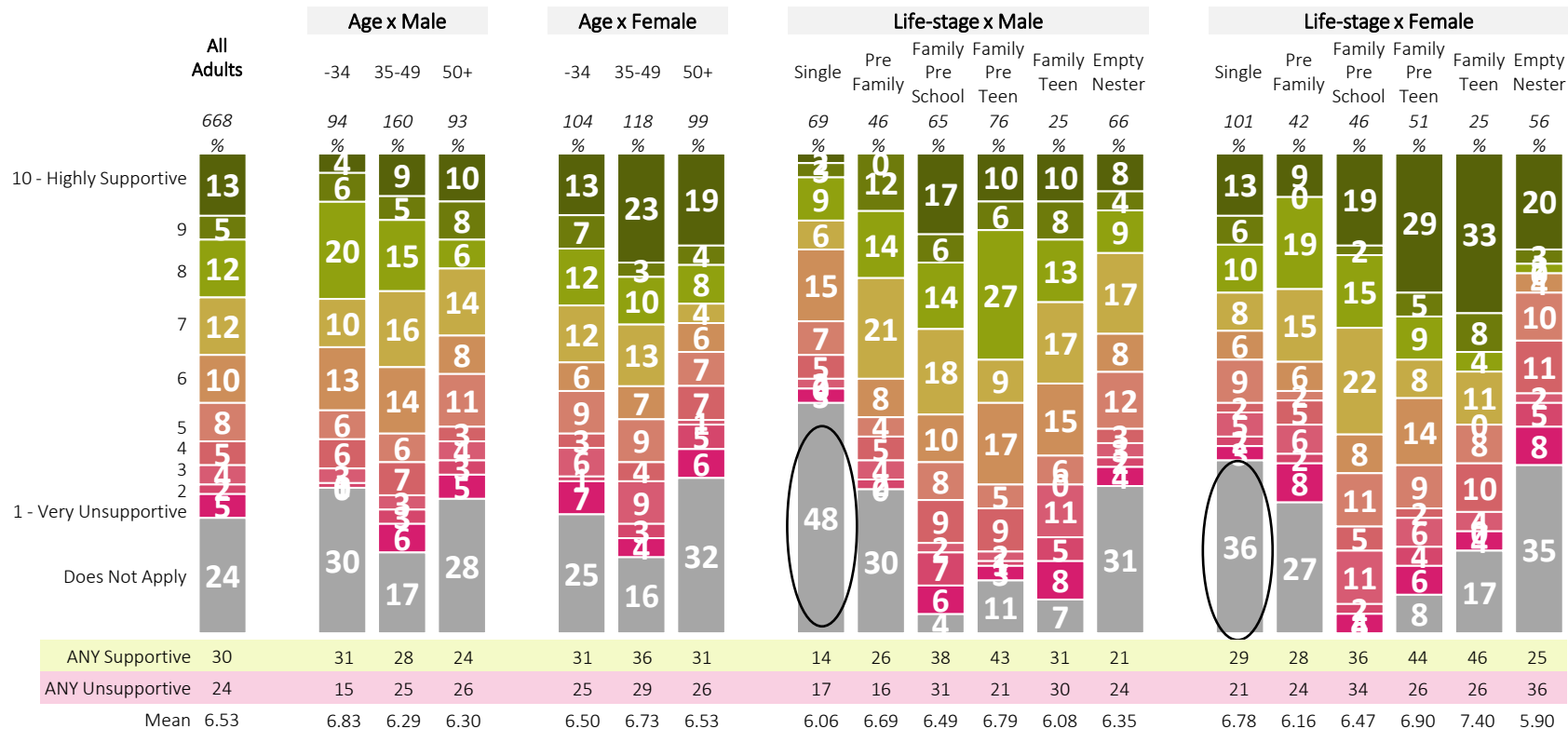
Q.4 Now, we want to focus on your workplace. Using a 10-point scale, where 1 indicates being very unsupportive and 10 indicates being highly supportive, how would you rate your own employment and workplace in terms of supports provided to you to look after your family/children

# Rating of employment and workplace

WorkEqual



Base: All working – 668/2,423,000



Working women in their mid thirties and the core family life-stages are much more conscious that their workplace is pro-family. Men are much less certain in this regard.

Q.4 Now, we want to focus on your workplace. Using a 10-point scale, where 1 indicates being very unsupportive and 10 indicates being highly supportive, how would you rate your own employment and workplace in terms of supports provided to you to look after your family/children



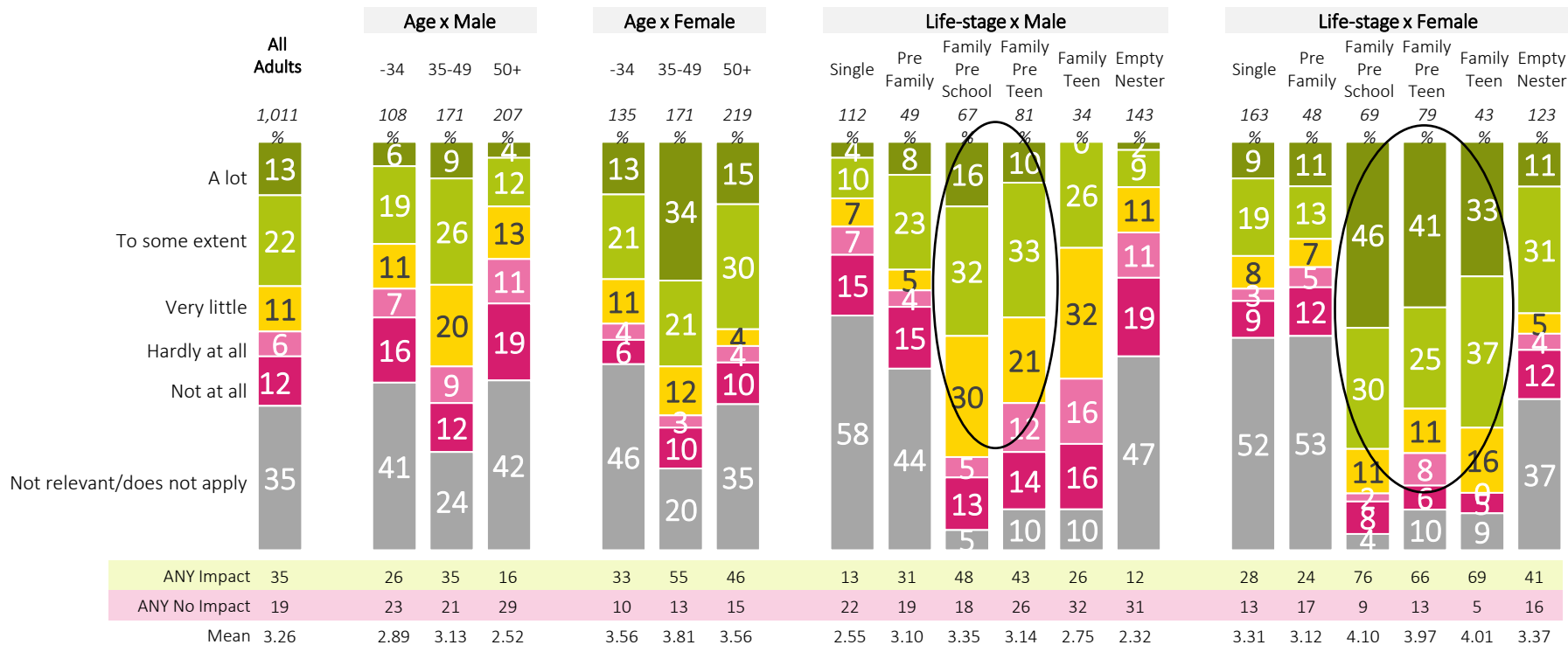
# Career Progression

- 35% of people say family caring duties have impacted on their career.
- 45% of women feel they are impacted, compared to 25% of men.
- 33% of women with teenage children say their career has been impacted vs. 0% of men.
- For parents of pre-teens, 41% of women feel impacted, compared to only 10% of men.
- For parents of pre-school children, 46% of women feel impacted, compared to 16% of men.

# Family caring duties impacted on career

Base: All adults 16+ - 1,011/3,839,000

WorkEqual



There is clear difference between males and females in terms of impact on career, with women much more significantly impacted. This variance is amplified when we look at gender x family life-stage, with women in the pre-school (46% a lot impacted), pre-teen (41%) and teen (33%) stages all noting significant impact. Though higher than the average male, males within the pre-school (16% a lot impacted) & pre-teen (10%) life-stages don't experience the same impact as women in these life-stages.

# Key Insights



## Vast majority believe the gender pay gap should be a priority and pay should be more transparent

Closing gender pay gap important & should be a priority



Support for pay transparency among colleagues



Gender pay gap represents a real issue



### Considerations:

- Though there are clear variances in experience and understandings between men and women, men who experience family life are more aware of the gender pay gap and the impact this has.
- More focus might be placed on explaining the causes of the gender pay gap.

## Strong understanding of what the gender pay gap is



5 in 6 believe that addressing the gender pay gap means ensuring people get paid the same salary for the same work.



7 in 10 believe that the gender pay gap is the difference in average hourly wage of all men and women across the workforce.

1 in 2 (52%) agree that the gender pay gap exists due to women often having to make career decisions influenced by caring responsibilities.

The level of agreement differs between the cohorts. Women and middle-class individuals are more likely to understand the pay gap. When we break results down by gender, we can see the wide variance in understanding among men, with men who have a family showing a greater understanding.

## Caring responsibilities more often seen as solely a woman's responsibility

Women are most likely to be seen as having caring responsibilities solely placed on them

Nonetheless many people see caring responsibilities as being divided between the two genders.

Caring responsibilities falling solely on men is almost non-existent across the four criteria, with the highest percentage being 7% for covering costs of childcare.

## Divided view of workplace supports

30% viewed their workplace as supportive in terms of caring responsibilities, while 1 in 4 viewed their workplace as unsupportive. Quite a polarised result.

When focusing on the demographic cohorts, those without kids imagine their workplace as less supportive

Women in family life-stages are a lot more likely to describe their workplace as supportive.

## Women's careers impacted significantly

Clear variance between women and men in relation to family caring duties impacting on careers.

This is amplified when looking at women x life-stage, with women in the pre-school (46%), pre-teen (41%), and teen (33%) stages of parenting all reporting significant impacts, compared to men in the same life-stages (16%, 10% & 0% respectively).

# Further Information

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- [#WorkEqual](https://www.facebook.com/WorkEqual)