Presentation of data & Likert scale

Bar charts of female and male responses are presented. Data is also presented as percentages.

A series of questions were asked using a Likert scale where the responses were either

*Strongly Disagree, Disagree, Neither agree or Disagree, Agree, Strongly Disagree*

Data is collated as positive (Agree and Strongly Agree combined) and negative responses (Disagree & Strongly Disagree combined).

Comments are indicated as follows:

- Female staff comments
- Comments by both Female and Male staff
- Male staff comments
Q1: Do you identify as?

Gender breakdown of the School of Engineering

- 74% Male (127)
- 26% Female (45)

Discrepancies in the technical and research staff categories, where researchers put themselves into the technical category
117/172
82 + 31 + 4 (other) = 68% response rate
Q3: In your current role, did you work from home prior to COVID-19?

No gender difference in the responses – similar reasons for working from home before COVID-19.

- Grant writing
- Answering emails
- Skype meetings
- Writing reports/papers
- 1–2 days per week

Yes 30% Male staff
Yes 35% Female staff
Q5: I have had challenges in relation to working from home in following areas.

**Physical space:**
- Female: 50% Positive (27% Negative)
- Male: 36% Positive (54% Negative)

**Motivation:**
- Female: 50% Positive (33% Negative)
- Male: 37% Positive (44% Negative)
Q5: I have had challenges in relation to working from home in following areas.

**Equipment**
- **Female**: 57% Positive (33% Negative)
- **Male**: 54% Positive (37% Negative)

**Isolation**
- **Female**: 47% Positive (40% Negative)
- **Male**: 33% Positive (30% Negative)
Q5: I have had challenges in relation to working from home in following areas.

### Difficulty adapting
- **Female**: 40% Positive (40% Negative)
- **Male**: 55% Positive (33% Negative)

### Social engagement
- **Female**: 67% Positive (20% Negative)
- **Male**: 58% Positive (24% Negative)
Q5: I have had challenges in relation to working from home in following areas.

Access to info
Female: 40% Positive, (43%) Negative
Male: 24% Positive, (51%) Negative

Noise/distractions
Female: 50% Positive, (24%) Negative
Male: 45% Positive, (43%) Negative
Q5: I have had challenges in relation to working from home in following areas.

**Internet access**
- Female: 40% Positive (46% Negative)
- Male: 28% Positive (54% Negative)

**Extra strain**
- Female: 74% Positive (10% Negative)
- Male: 40% Positive (46% Negative)
Q5: I have had challenges in relation to working from home in following areas.

Childcare or other caring needs

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>30%</td>
<td>27%</td>
</tr>
<tr>
<td>Disagree</td>
<td>30%</td>
<td>28%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>22%</td>
<td>22%</td>
</tr>
<tr>
<td>Agree</td>
<td>18%</td>
<td>24%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>10%</td>
<td>13%</td>
</tr>
</tbody>
</table>

40% Positive (24% Negative)
43% Positive (46% Negative)

Q6: Have you extra caring responsibilities since COVID-19?

Yes, 50% Female, 46% Men

Q7: Are your extra caring responsibilities with regard to

Children – 75% Female, 58% Male
Parents – 17% Female, 40% Male
Neighbours 8% Female
Q8: Extra caring responsibilities due to COVID-19 have had a negative impact on my wellbeing.

**Work productivity**
- **Female**: 75% Positive (8% Negative)
- **Male**: 61% Positive (21% Negative)

**Wellbeing**
- **Female**: 50% Positive (25% Negative)
- **Male**: 24% Positive (45% Negative)
Q9: Are you more concerned than usual about parents/relations/close friends that you cannot care for or be with during this pandemic?

80% of both genders said Yes

No gender difference in the comments

- Unable to visit parents
- Family in a different country
- Parents in care homes
- Underlying health conditions of family members
- Elderly parents/children live far away
Q10: I have experienced difficulty learning and applying new skills in adapting to working from home during this period (e.g. online meeting fora, Teams, Panopto, Blackboard Collaborate)

No gender difference in the comments

- Forced to upskill but valuable and intuitive
- Getting time to learn mostly on weekends and evenings it has been difficult
- Used platforms/tools before
- Enjoyed learning new software skills
- Speed of the learning was the issue but not the learning itself
- Impressed College had these already in place

Female 24% Positive (57% Negative)
Male 12% Positive (68% Negative)
Q11: I have found online meetings more effective in comparison to face-to-face meetings.

Female: 33% Positive (48% Negative)
Male: 18% Positive (45% Negative)

- Can be difficult with researchers
- Quicker and effective and more focused
- Physical interaction/Reading a room is difficult
- Difficult getting to know someone on these platforms
- Face to face is more effective
- More concentration needed
- More exhausting & less engaging
- Small group meetings work well – Larger meetings don’t work well
- Ad hoc meetings don’t take place like in a real lab meeting
- More concentration needed

Graph showing survey results:
- Female: 33% Strongly Agree, 38% Agree, 17% Neither Agree nor Disagree, 12% Disagree, 2% Strongly Disagree
- Male: 18% Strongly Agree, 30% Agree, 17% Neither Agree nor Disagree, 31% Disagree, 4% Strongly Disagree
Q11: I have found online meetings more effective in comparison to face-to-face meetings.

Hopefully online meetings can be continued to be used in Dept and School meetings and committees, allowing more flexible working modes while still being able to attend and take part in influential and decision making School Committees.
Q12: In terms of my research, I feel I have continued to be productive

Female 29% Positive (38% Negative)
Male 42% Positive (29% Negative)

- Difficult adjustment to online methods has left me exhausted with little time for research.
- Kids need me 24/7 difficult to focus on research.
- Research is not compatible with family life in lockdown.
- Continuing to be productive.
- Teaching and assessment has meant my research has fallen to 0.
- I have found time to write papers and grants.
- Extra admin now has reduced my time for research.
- More productive – time to focus on research.
- Severeley restricted without lab access/ fieldwork
- Less motivation as less interaction with colleagues.
Q13: In terms of my academic duties, I feel I have continued to be productive

More productive
These have taken priority at this time
Delivered online teaching and good feedback
We have worked hard to deliver
More difficult, and have hard to work harder
There is no choice but to be productive
I have been able to take on an increased workload reviewing academic papers
Supervision of PhD students has continued via remote contact but reduced productivity and ability to learn and progress

Female 67% Positive (0% Negative)
Male 57% Positive (6% Negative)
Q14: In terms of my administrative duties, I feel I have continued to be productive

Female: 90% Positive (5% Negative)
Male: 73% Positive (6% Negative)

Working remotely with no distractions has allowed me to be more productive.
I have no VPN access so am restricted.
I’ve continued to take part in all committees.
Increased planning load due to COVID.
I use the time I would usually spend commuting on this.
There’s too much admin now.
Q15: In terms of my technical duties, I feel I have continued to be productive

Unable to access labs
Q16: Since Covid-19, I have been feeling

**More anxious**
- Female: 71% Positive (19% Negative)
- Male: 53% Positive (14% Negative)

**Busier**
- Female: 76% Positive (9% Negative)
- Male: 51% Positive (20% Negative)
Q16: Since Covid-19, I have been feeling

**More relaxed**
Female 19% Positive (67% Negative)
Male 18% Positive (58% Negative)

**More stressed**
Female 57% Positive (24% Negative)
Male 50% Positive (16% Negative)
Q16: Since Covid-19, I have been feeling

More exhausted
Female 52% Positive (14% Negative)
Male 42% Positive (26% Negative)
Q16: Since Covid-19, I have been feeling - comments

Without commuting I feel I have more time to be with my children enjoying the environment around me.

I’m struggling to work full time and look after my kids.

Working late nights and early mornings - the work day is never ending!

With a partner who has more rigid and non negotiable meeting times - the flexibility I have means I am often working late at night after mornings of homeschooling & constant preparation of meals for insatiably hungry kids!

It has been difficult to separate work from home life - it is now intertwined and so it can be hard to switch off and disconnect.

Extremely busy at times, not so at others. Not as much balance as ‘normal’ work.

Find online meetings stressful and very tiring.

Overly self conscious of appearance of self and surroundings

Anxiety from the lack of normal human contact.

More bored.

With everything being online, tasks seemed to take that little bit longer!

Especially marking and administrative work

Initially more stressed as a rapid response was required for online teaching and then exams. However, that eventually passed and time is now on our side to plan for 2020/21.

Anxiety from having underlying conditions.

Both more relaxed and more anxious/stressed at the same time, but both have been the case at different times.

I have had some long periods of uninterrupted time to do the kind of research I enjoy the most.

Would probably be easier and less stressful if we didn’t have a newborn baby!

I have been feeling - comments

Without commuting I feel I have more time to be with my children enjoying the environment around me.

I’m struggling to work full time and look after my kids.

Working late nights and early mornings - the work day is never ending!

With a partner who has more rigid and non negotiable meeting times - the flexibility I have means I am often working late at night after mornings of homeschooling & constant preparation of meals for insatiably hungry kids!

It has been difficult to separate work from home life - it is now intertwined and so it can be hard to switch off and disconnect.

Extremely busy at times, not so at others. Not as much balance as ‘normal’ work.

Find online meetings stressful and very tiring.

Overly self conscious of appearance of self and surroundings

Anxiety from the lack of normal human contact.

More bored.

With everything being online, tasks seemed to take that little bit longer!

Especially marking and administrative work

Initially more stressed as a rapid response was required for online teaching and then exams. However, that eventually passed and time is now on our side to plan for 2020/21.

Anxiety from having underlying conditions.

Both more relaxed and more anxious/stressed at the same time, but both have been the case at different times.

I have had some long periods of uninterrupted time to do the kind of research I enjoy the most.

Would probably be easier and less stressful if we didn’t have a newborn baby!

I have been feeling - comments

Without commuting I feel I have more time to be with my children enjoying the environment around me.

I’m struggling to work full time and look after my kids.

Working late nights and early mornings - the work day is never ending!

With a partner who has more rigid and non negotiable meeting times - the flexibility I have means I am often working late at night after mornings of homeschooling & constant preparation of meals for insatiably hungry kids!

It has been difficult to separate work from home life - it is now intertwined and so it can be hard to switch off and disconnect.

Extremely busy at times, not so at others. Not as much balance as ‘normal’ work.

Find online meetings stressful and very tiring.

Overly self conscious of appearance of self and surroundings

Anxiety from the lack of normal human contact.

More bored.

With everything being online, tasks seemed to take that little bit longer!

Especially marking and administrative work

Initially more stressed as a rapid response was required for online teaching and then exams. However, that eventually passed and time is now on our side to plan for 2020/21.

Anxiety from having underlying conditions.

Both more relaxed and more anxious/stressed at the same time, but both have been the case at different times.

I have had some long periods of uninterrupted time to do the kind of research I enjoy the most.

Would probably be easier and less stressful if we didn’t have a newborn baby!
Q17: I have received adequate information updates from my line manager / Head of Department / Head of School during this period.

Female 95% Positive (5% Negative)
Male 73% Positive (11% Negative)

HOD has been excellent scheduling weekly meetings
HOS should provide more weekly info
Have not received adequate info but its not available to give
Virtually no info
HOD very supportive while over burdened
Q18: I have received adequate information updates from College during this period.

- Female: 86% Positive (9% Negative)
- Male: 61% Positive (21% Negative)

- See updates on Social Media but not an internal email
- Quick to close but need to be clear on process of opening again
- College has not been good at communicating
- Would have liked to see College proactive on setting a timeline rather than pushing it back to us
- College has undermined staff throughout this – Announcements made but we have to figure out the detail
- Nothing about how to prepare for next semester
- Perhaps too many at the start
Q19: I feel I have been given adequate pastoral (emotional) support by my line manager during this period.

Female: 56% Positive (9% Negative)
Male: 46% Positive (14% Negative)

I think our HoD, despite his own challenges and commitments, has been excellent at reaching out to staff.

I don’t feel it’s the responsibility of line managers to provide this type of support.
Q20: Have you attended any of TCDs Virtual Café webinar series on issues of wellbeing and resilience or availed of any of Healthy Trinity’s sessions/supports?

No gender difference
Q21: There are elements of my current working practices that I would like to continue post-COVID-19.

Female: 67% Positive (19% Negative)
Male: 74% Positive (9% Negative)
Q21: There are elements of my current working practices that I would like to continue post-COVID-19.

- The flexibility to work from home is great - without the commute I 'save' 2 hours per day - obviously this is when schools/childcare are back.
- Reduced international travel for work & research
- Flexibility around working from home. 1-2-3 days per week
- Also continuing with the facility to attend Dept/ School & College committee meetings online if not able to be physically present.
- Utilising TEAMS for student support and meetings
- Work from home more – giving a better work life balance
- More online meetings
- Some admin tasks are easier without interruptions in College
- Online assessment is the way forward.
- More frequent but short staff meetings
- Online seminars and conferences
- Recording lectures is a good idea and hope to do it for all my lectures in future
- Working from home should not be used to distance themselves from helping students and staff

Q21: There are elements of my current working practices that I would like to continue post-COVID-19.
Q.22 What supports would make working from home easier? (64 responses M)

Common responses

- Better IT equipment
- PC/ printer/ stylus technology
- Coffee mornings virtually with colleagues – just socially
- Proper workspace
- To know I am not losing my job
- Better internet
- Access to childcare
- Subsidy for internet/ office equipment
- A culture change on the part of staff and students is required. Better communication needed

Special responses

- Ordering and delivery of work materials to home
- Confining email exchanges to Mon – Fri 9-5
- Allow researchers to bring small tools/equipment home
- Home software access
- Easier library access
- Shorter work week
- Access to childcare
How do you think this pandemic will affect your working life in the short-term future, medium-term future and long-term future?
Q.23 How do you think this pandemic will affect your working life in the short-term future?

- No new research for months will affect scientific output and impact career
- Without lab access & data it is not possible to publish
- Concerned about childcare & unable to work on campus without it
- Slow research progress and becoming increasingly difficult
- I will have to still work from home due to medical issues
- Lack of data will affect my ability to write grants or attend future conferences.
- I will be a very cautious about meeting staff and students for face to face meeting.
- Worries about job security
- Limited productivity
- Work life balance is challenging
- Continue to work from home
- No new research for many many years
- More stress, busier, anxious
- More competition for research funds
- Extra time is a positive
- Lots of extra prep for online delivery
- Better family time and no commute
- Working longer for less pay for many years
- Meeting requirements of position as well as adhering to guidelines
- Lack of social interaction
- Will be a very cautious about meeting staff and students for face to face meeting.
- No impact
- I am not doing research I am doing childcare
- Fewer papers and no grant writing
- My short term priority has shifted to support my students and my children at this time.
Without childcare I am limited in what research output will be possible. If this continues in the short term I will have to think about reducing my hours at work - as working fulltime with full time caring requirements is not sustainable - it is not possible to do 2 full time jobs.
Q.23 How do you think this pandemic will affect your working life in the medium-term future?

- No impact
- Will seek early retirement
- Focusing on paper and grant writing so should not have a big impact
- Continued flexible working & less commuting
- I will still work from home due to medical issues
- Lack of data production will affect my ability to write grants or attend future conferences
- Serious worries about job security
- Without lab access & fieldwork will cause research difficulties
- Increased networking opportunities
- Slow research progress or reduced opportunities for research
- Reduced output now will reduce quality of my CV for future jobs
- Slow research progress or reduced opportunities for research
- No networking opportunities
- Impact on student numbers and teaching
- I will be asked to do a lot of things in a new way without guidance or recognition
- Worried about not being able to deliver as good a service / experience as I would previously
- Post pandemic will be full of engineering opportunities
- Improved work life balance in working from home
- Reduced output now will reduce quality of my CV for future jobs
- I am concerned about my research contract, I will not be able to produce what is required which will be difficult to support in a CV or job interview. I am not able to produce papers at the moment and so my CV will have a large gap. Obviously if I have to reduce my hours due to lack of childcare then this will lead to further disadvantages in the future.
- Slow research progress or reduced opportunities for research
- Reduced output now will reduce quality of my CV for future jobs
- Post pandemic will be full of engineering opportunities
- I am concerned about my research contract, I will not be able to produce what is required which will be difficult to support in a CV or job interview. I am not able to produce papers at the moment and so my CV will have a large gap. Obviously if I have to reduce my hours due to lack of childcare then this will lead to further disadvantages in the future.
- There will be no let up for about a year I think and at the end of this I have to choose whether I continue in this job.
As the number and quality of peer reviewed papers a researcher publishes are factors in awarding research funding and academic promotion, a reduction in the quality or quantity of my publications is likely to harm my job and funding prospects now and for years to come. I have missed funding application deadlines, and had to postpone journal papers
How do you think this pandemic will affect your working life in the long-term future?

If I am compared to someone without young children or someone who has a supportive partner to look after their children - I will not have the same output (papers, proposal development etc.).

There is a real need to factor children into the equation when it comes to promotion. If everyone is given a free pass now this will still prove a disadvantage to women as they provide most of child care and do most domestic tasks.

If a funding body or indeed College (in terms of promotion) make allowances for researchers who couldn't publish during lockdown those with caring responsibilities would still be left behind as others have been able to use the time to progress their research.

I feel there will be a big hole in my CV for output during this time - and when everyone else is able to return to College I will still be stuck as if there is no childcare I will have to continue to stay at home.

No impact

Continue to work from home, better work life balance

Serious worries about job security

No impact

Difficulties in delivering in research projects

Will retire/ seek early retirement

Less emphasis on lab and project work

My motivation/mental health will suffer more in the long-term.

Working online means location and proximity to work is not as important – opens more opportunities

Less international travels for meetings

Being more productive in academic research - reading, developing own ideas, writing publications, grant applications - rather than busy with meetings/administration.

If I am compared to someone without young children or someone who has a supportive partner to look after their children - I will not have the same output (papers, proposal development etc.).

Improving online teaching skills & software to aid WFM

Impact on student numbers and teaching

Impact on student numbers and teaching

My motivation/mental health will suffer more in the long-term.

Working online means location and proximity to work is not as important – opens more opportunities

Less international travels for meetings

Being more productive in academic research - reading, developing own ideas, writing publications, grant applications - rather than busy with meetings/administration.

Less emphasis on lab and project work

My motivation/mental health will suffer more in the long-term.
How do you think this pandemic will affect your working life in the long-term future?

I am worried that this will lead me out of a research/academic career which I was hoping for. Without a permanent contract means that my job is less valuable in my family when compared to my husband, so if childcare is needed, I will end up reducing my hours or if not possible I will have to give up my position in order to provide childcare for my children. Especially if there are staggered times for school children attending school - this will make it near impossible for me to work full time and manage this also.
Q26: The COVID-19 pandemic affects working conditions differently depending on gender.

Female: 72% Positive (14% Negative)
Male: 39% Positive (21% Negative)
Also I have had to give greater proportion of time to pastoral care to my students in these stressful times.

As the School opens up, it would be helpful if there were options for early morning and evening options in terms of lab/office access - this would help in the childcare juggle.

Anyone with a young family will be disadvantaged and most likely women will be even more disadvantaged as generally women take on more of the caring roles and most of the domestic duties in the home. In a way this is not something new that has been brought about by COVID-19. This juggling of childcare and hidden work of domestic tasks has always been part of many and particularly women's home lives. Maybe after this there will be a better understanding in College. Now it is in particularly sharp focus as now women are actually expected to do it all - continue with their full time job and look after (full time) children, at literally, the same time. The School and College needs to understand that there are limits and reduce expectations.

Most caring is provided for by women and most domestic chores are carried out by women - of course there are great men out there! - but in the main it is women. So we will be clearly disadvantaged later in terms of measuring output and comparing cvs. Women with kids vs men with kids.

The onus of childminding & caring/catering for family tends to fall in the majority as the role of female staff. Men in general seem to have the ability to compartmentalise tasks & life events and thus can dismiss domestic chaos to focus on their work practices.
I disagree with this as I don't think it is so much of a gender issue as it is a childcare issue - if you have small children or children with special needs, I think you are very affected by this pandemic and working from home. If you have children at all, you are also somewhat affected but if you do not have children, regardless of if you are a man or woman, I think that you may find that you are more productive during this time.

Women will often be expected to be more involved with home schooling and general childcare.

With young children it is an incredibly challenging time for parents.

Depends on the balance of home/family duties between the partners to begin with. In my case there is an equal share of responsibilities thus I don't think it mattered.

Women will often be expected to be more involved with home schooling and general childcare.
There is a silent expectation that women will take on more caring responsibilities for the good of the family. I think they make disproportionate sacrifices - this can affect their future in terms of work & finances.

My wife has really looked after our kids and home I have been able to work uninterrupted thankfully. Her job is less secure and will probably leave it if childcare outside the home is not possible.

Have seen many parents, especially mothers, struggle to balance working from home with childcare and home schooling.

This will depend on the commitments of the staff member, if they are in a relationship, if both partners work and if they have caring responsibilities.

Trying to work and take increased duties now isn't possible - it accentuates an already problematic issue.

The greatest differences are between mothers and single people.
If there are other issues/positives arising from COVID-19 relating to gender that you would like to discuss.

Given the compounding effect of career breaks and gender-based discrimination on career progression, it is reasonable to assume this pandemic will have more long-term negative impacts for women than men. These effects on women are likely to long outlast the actual pandemic.

This period has shown that everyone can work from home and so there should be no barriers to continuing to do so in future.

More flexibility in future should allow more work-life balance.

Also, as College starts to make funding cuts, Athena Swan support is likely to disappear which will set the EDI agenda back hugely. In Engineering, AS was only starting out and has a long way to go to gain buy-in. This is manageable with support - without it, AS becomes a burden on a small group of staff which will already be overburdened due to increased demands or converting course content to online and blended delivery.

In general, the problems have always been there - care work is hugely undervalued, and women have to carry out most of it - but now they have been exposed by this pandemic.

More initiatives to benefit women.

There are many more initiatives to benefit women.

Sadly it looks like it is going back to 1960's Ireland for women with small kids and temporary contracts - in research and academia there are few options and will mean like many others, I will have to leave to provide childcare in the home.

Timing for access currently being developed - needs to be flexible. It may suit couples with kids to come in earlier/work later now there are no childcare options.

Continue to ensure that gender is not an issue for exclusion and that viewpoints and different approaches to students/courses/discussion are included and welcomed - continue to develop a culture of inclusion.

Given the compounding effect of career breaks and gender-based discrimination on career progression, it is reasonable to assume this pandemic will have more long-term negative impacts for women than men. These effects on women are likely to long outlast the actual pandemic.

In general, the problems have always been there - care work is hugely undervalued, and women have to carry out most of it - but now they have been exposed by this pandemic.

Sadly it looks like it is going back to 1960's Ireland for women with small kids and temporary contracts - in research and academia there are few options and will mean like many others, I will have to leave to provide childcare in the home.

Timing for access currently being developed - needs to be flexible. It may suit couples with kids to come in earlier/work later now there are no childcare options.

Continue to ensure that gender is not an issue for exclusion and that viewpoints and different approaches to students/courses/discussion are included and welcomed - continue to develop a culture of inclusion.

Given the compounding effect of career breaks and gender-based discrimination on career progression, it is reasonable to assume this pandemic will have more long-term negative impacts for women than men. These effects on women are likely to long outlast the actual pandemic.

In general, the problems have always been there - care work is hugely undervalued, and women have to carry out most of it - but now they have been exposed by this pandemic.

Sadly it looks like it is going back to 1960's Ireland for women with small kids and temporary contracts - in research and academia there are few options and will mean like many others, I will have to leave to provide childcare in the home.

Timing for access currently being developed - needs to be flexible. It may suit couples with kids to come in earlier/work later now there are no childcare options.

Continue to ensure that gender is not an issue for exclusion and that viewpoints and different approaches to students/courses/discussion are included and welcomed - continue to develop a culture of inclusion.