Impact of COVID-19 on women

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Introduction

Survey conducted in March 2021

Total of 271 responses

Just over half (56%) were service organisation, (36% Manufacturing, 8% Distribution)

31% had fewer than 50 employees, 24% had over 500 employees

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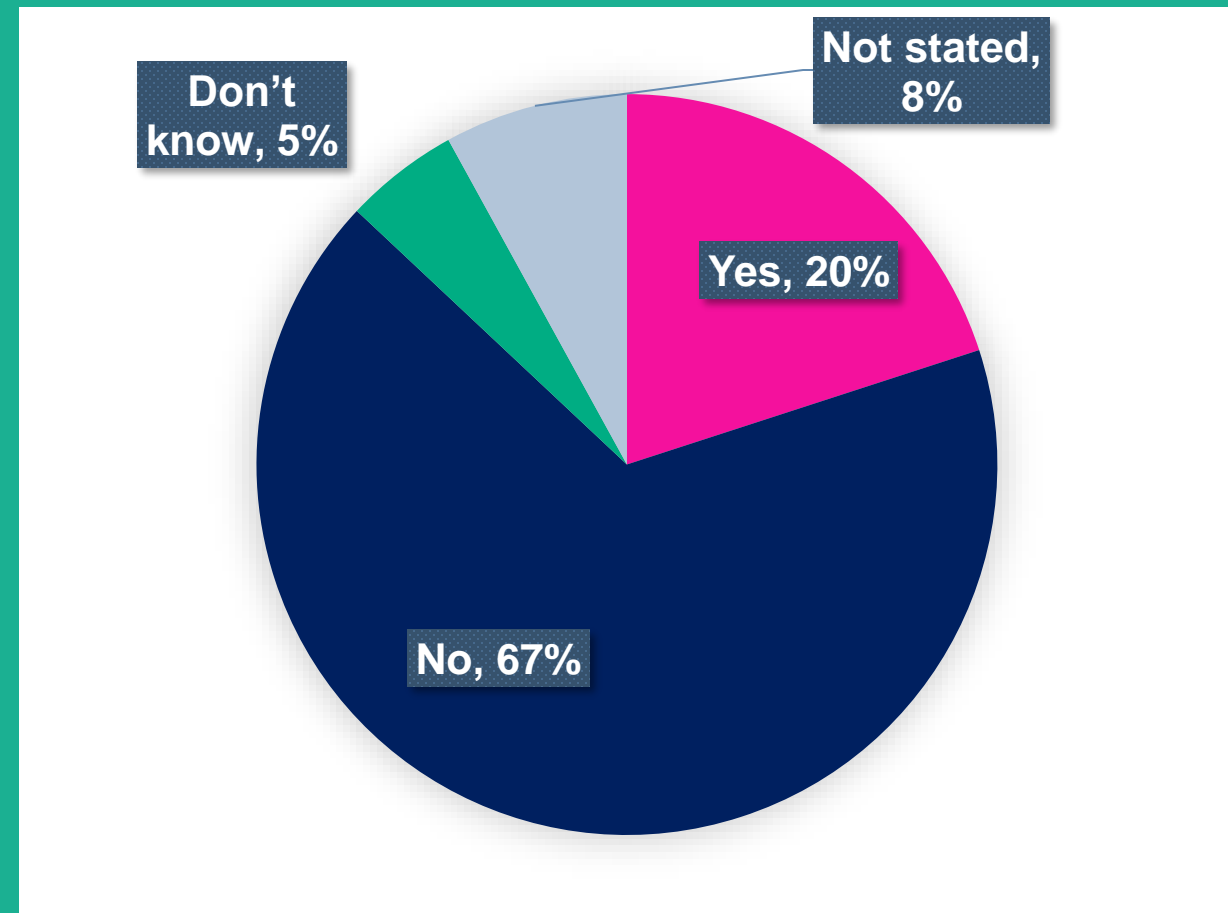# Changes For Women During COVID-19

Issues faced by men and women

1

Changes in position of women since March 2020

- Have you noticed any change in the position of women in your organisation since the beginning of COVID-19 restrictions in March 2020?

Not stated, 8%

Don't know, 5%

Yes, 20%

No, 67%

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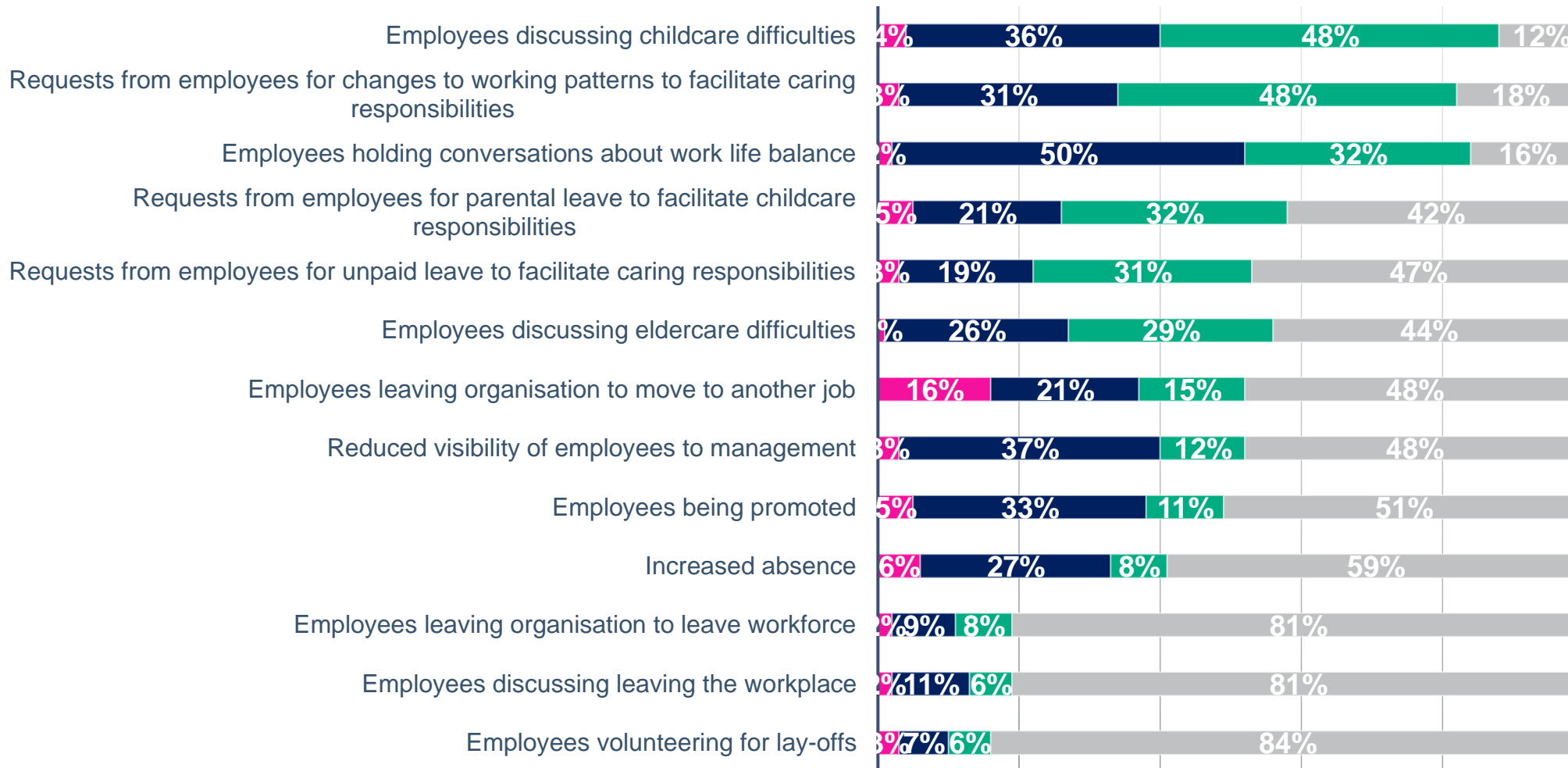
What were the main changes?

- Impact of childcare responsibilities
- Impact of home schooling
- Increased pressure and stress

- More working early starts and late finishes
- More time off for elder care
- Increased requests for worktime flexibility and working from home

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Since the beginning of covid restrictions in March 2020, has your organisation experienced any of the following?

Category	More men than women	More women than men
Employees discussing childcare difficulties	4%	48%
Requests from employees for changes to working patterns to facilitate caring responsibilities	3%	48%
Employees holding conversations about work life balance	2%	32%
Requests from employees for parental leave to facilitate childcare responsibilities	5%	32%
Requests from employees for unpaid leave to facilitate caring responsibilities	3%	31%
Employees discussing eldercare difficulties	%	29%
Employees leaving organisation to move to another job	16%	15%
Reduced visibility of employees to management	3%	12%
Employees being promoted	5%	11%
Increased absence	6%	8%
Employees leaving organisation to leave workforce	2%	8%
Employees discussing leaving the workplace	2%	6%
Employees volunteering for lay-offs	3%	6%

■ More men than women ■ More women than men

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Since the beginning of covid restrictions in March 2020, has your organisation experienced any of the following?

Category	More men than women	Similar numbers of men and women	More women than men	Not applicable/Don't know
Employees discussing childcare difficulties	4%	36%	48%	12%
Requests from employees for changes to working patterns to facilitate caring responsibilities	3%	31%	48%	18%
Employees holding conversations about work life balance	2%	50%	32%	16%
Requests from employees for parental leave to facilitate childcare responsibilities	5%	21%	32%	42%
Requests from employees for unpaid leave to facilitate caring responsibilities	3%	19%	31%	47%
Employees discussing eldercare difficulties	1%	26%	29%	44%
Employees leaving organisation to move to another job	16%	21%	15%	48%
Reduced visibility of employees to management	3%	37%	12%	48%
Employees being promoted	5%	33%	11%	51%
Increased absence	6%	27%	8%	59%
Employees leaving organisation to leave workforce	2%	9%	8%	81%
Employees discussing leaving the workplace	2%	11%	6%	81%
Employees volunteering for lay-offs	3%	7%	6%	84%

■ More men than women ■ Similar numbers of men and women ■ More women than men ■ Not applicable/Don't know
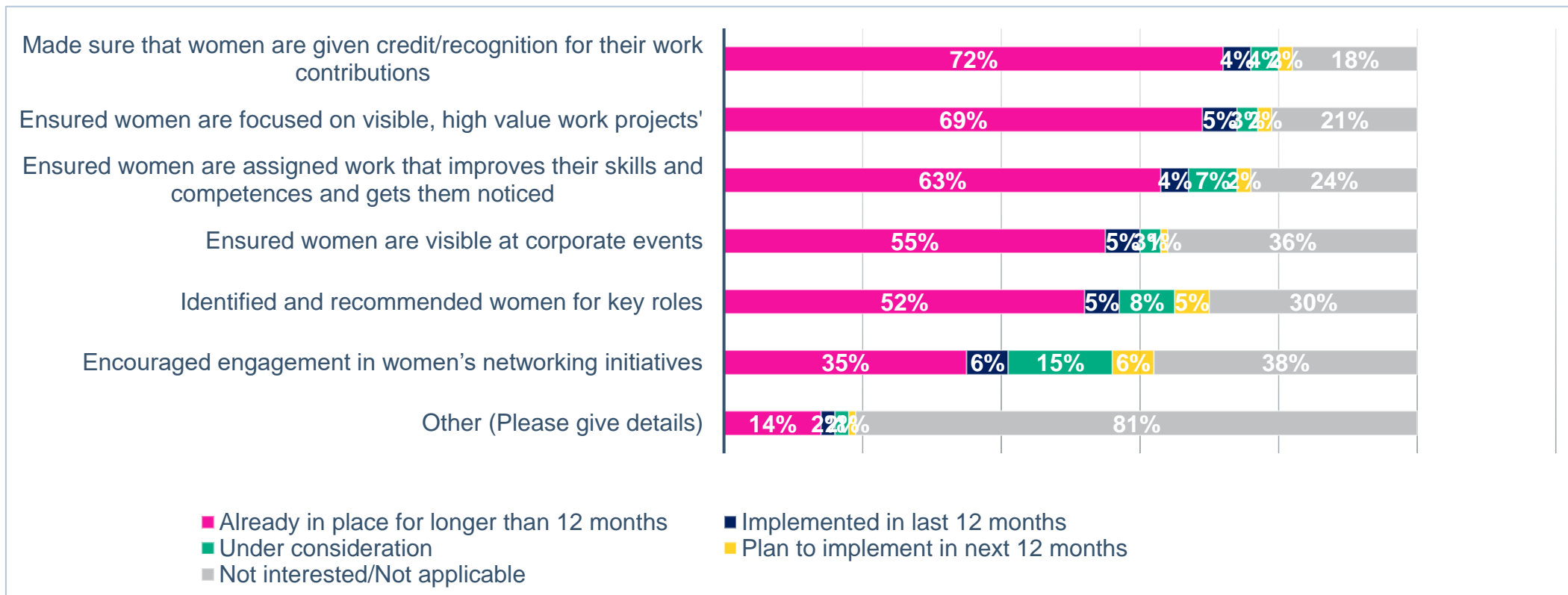
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Visibility For Women During Covid-19

Actions taken by organisations on visibility of women

2

Visibility actions

Has your organisation implemented any of the following in
the past 12 months?

	Already in place for longer than 12 months	Implemented in last 12 months	Under consideration	Plan to implement in next 12 months	Not interested/Not applicable
Made sure that women are given credit/recognition for their work contributions	72%	4%	4%	2%	18%
Ensured women are focused on visible, high value work projects'	69%	5%	3%	2%	21%
Ensured women are assigned work that improves their skills and competences and gets them noticed	63%	4%	7%	2%	24%
Ensured women are visible at corporate events	55%	5%	3%	1%	36%
Identified and recommended women for key roles	52%	5%	8%	5%	30%
Encouraged engagement in women's networking initiatives	35%	6%	15%	6%	38%
Other (Please give details)	14%	2%	2%	2%	81%

Does your organisation have any of the following in place?

N=242

Category	Percentage
Training for managers in fair recruitment practices	52%
Formal written diversity strategy	41%
Training for managers in unconscious bias	35%
Coaching/mentoring of female staff	35%
Formal programme of HR/Organisational supports for diversity	29%
Providing supports for women in specific areas	26%
Training managers to judge employee contributions on output rather than availability	26%
Budget for diversity activities/initiatives	24%
Providing training for male employees on inclusion	15%
Training for managers to ensure visibility of female employees while remote working	8%
Training for managers to ensure visibility of female employees working on-site	5%
Other, please give details	4%

Most effective initiatives* implemented

In your opinion, what has been the most effective initiative* undertaken by your organisation in relation to improving the position of women in your organisation? Please give details.

|	No. of cases
Womens network/coaching	12
Women predominating in organisation/rebalancing towards male	9
Female Leadership of organisation/role models	9
Equal opportunities employer	8
Flexible working policies/practices	7
Training on unconscious bias/professional development/leadership	7
No specific initiatives in place	7
Remote working	6
Recruitment of women/balanced slates	6
Global focus/network	4
Diversity targets/actions/goal setting	4
Culture of respect/promoting D&I	3
Involving and promoting female employees	2
High potential programmes for both males and females	2
New role of diversity director/diversity advisor created	2

*included only those appearing in more than one organisation

Looking Ahead

New initiatives planned

3

Does your organisation plan to implement any initiatives to support women in the next 12 months? (N=233)
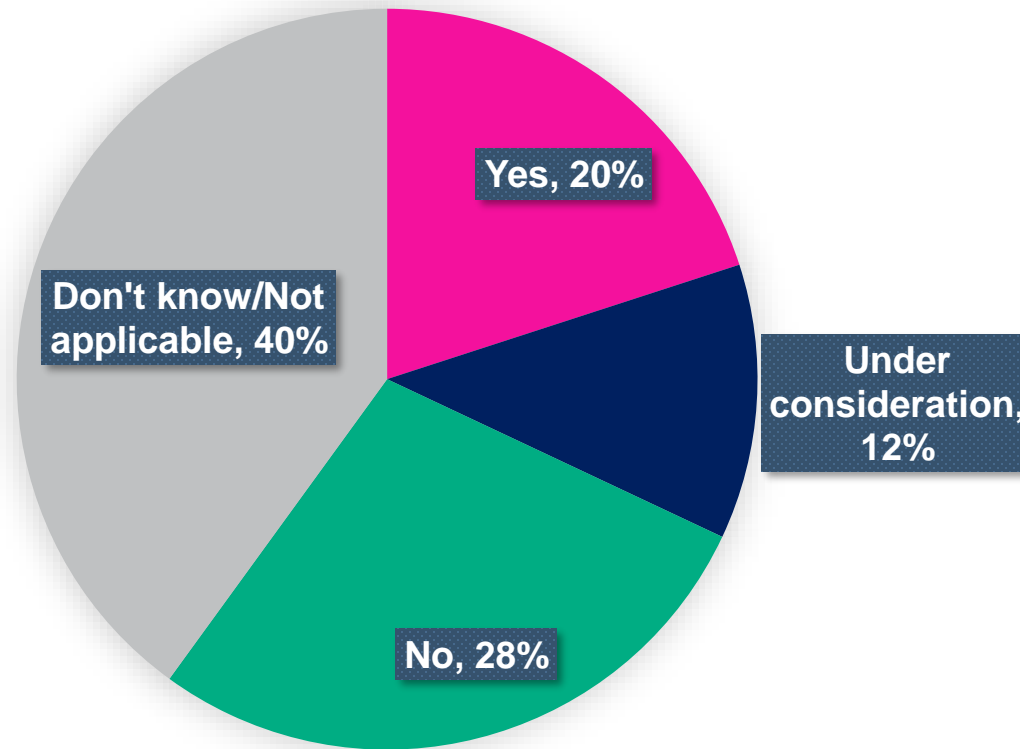
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