

Maynooth University: COVID-19 Remote Working Employee Pulse Survey 2020 Childcare and Caring Data Extract

Introduction

A *Maynooth University – COVID-19 Remote Working Employee Pulse Survey* was launched on 3rd July 2020 with a deadline for responses by 10th July 2020. The objective of the survey was to gather data on Maynooth University (MU) employees' experiences of remote working during the Covid-19 restrictions to answer the following questions:

- What challenges and opportunities do colleagues face with regards to remote working?
- What supports might the University provide in the short-term to address these challenges?
- How do colleagues perceive a return to campus for work and how can the University support this?

Additionally, it included a census, on behalf of IT Services, on the devices used to work from home.

This was an anonymous, voluntary survey and completion of the questions was not mandatory. The results of the survey were received by the Office of the Vice-President for Equality and Diversity and data was aggregated to prepare preliminary reports for wider analysis.

The preliminary survey results were shared with several groups including:

- the Covid-19 Return to Campus Working Group.
- questions specific to IT Services have been sent on to the Bursar/DirHR.
- questions relating to disability have been shared with the Disability Officer/HR.
- a summary of the major questions arising from the survey was collated and used to inform a discussion on the development of teaching plans with the President, Deans, Registrar, VPR, VPED, and DirHR.
- responses to the question about challenges and opportunities regarding remote working have informed the development of the 'Remote Working during Covid-19 Policy' for UE;
- the Partnership Committee.

Further analysis will be done on data from particular groups including: part-time staff, minority ethnic groups, gender minorities, staff with disabilities, impairments, chronic health conditions or learning differences and both older and younger staff.

As part of the Athena SWAN institutional renewal process, a more detailed analysis by gender will be carried out, however preliminary findings by gender have been included here. In this report, where

a detailed cross-tabular analysis including gender is presented, gender minorities have not been included for reasons of anonymity.

Profile of Respondents

There were 382 responses analysed, 4 responses could not be used due to technical error. Analysis has been completed on all questions. Data has been cross tabulated by gender, children’s age, faculty, and staff category.

By Staff Category

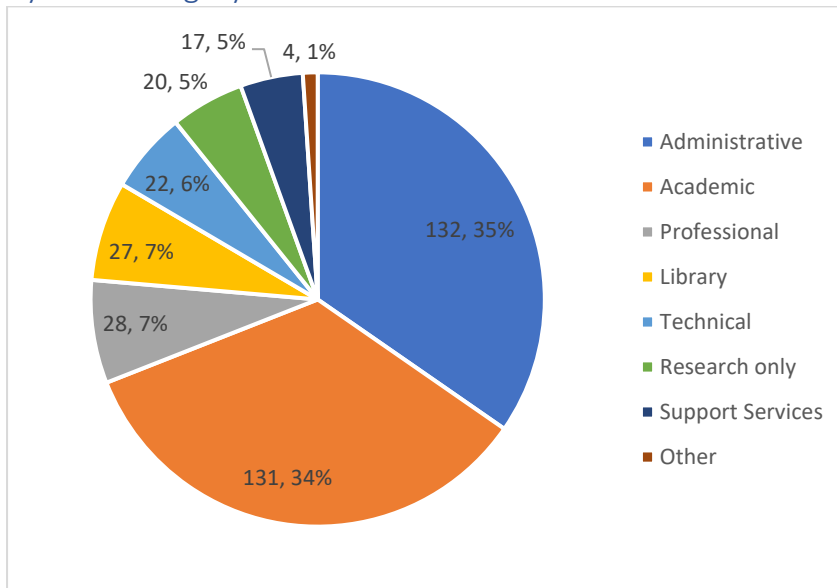


Figure 1. Respondents by staff category

By Work Location

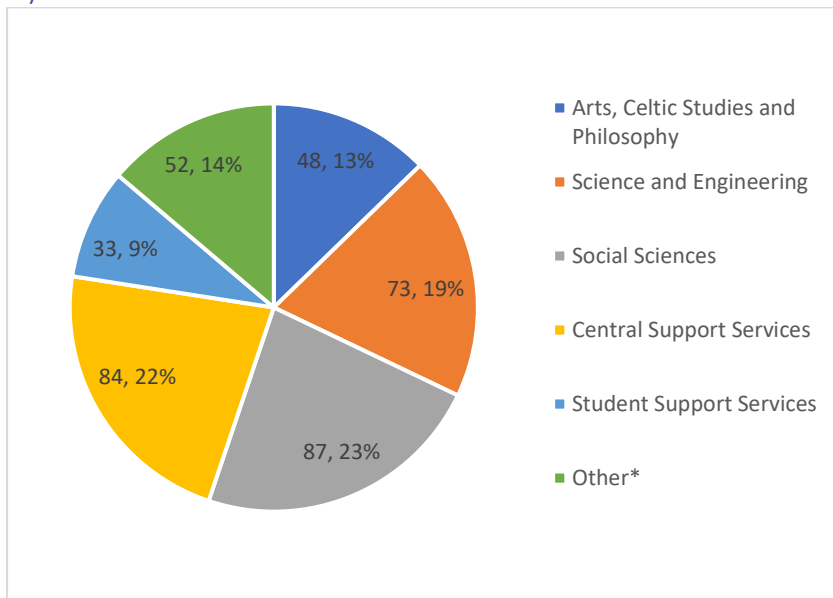


Figure 2. Respondents by location of work¹
By Working Hours

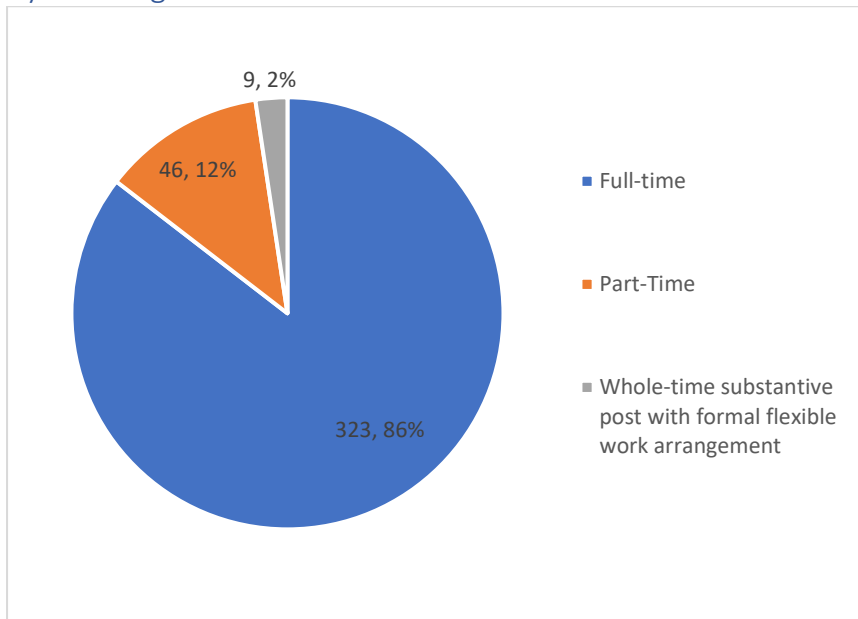


Figure 3. Respondents by working hours

By Age

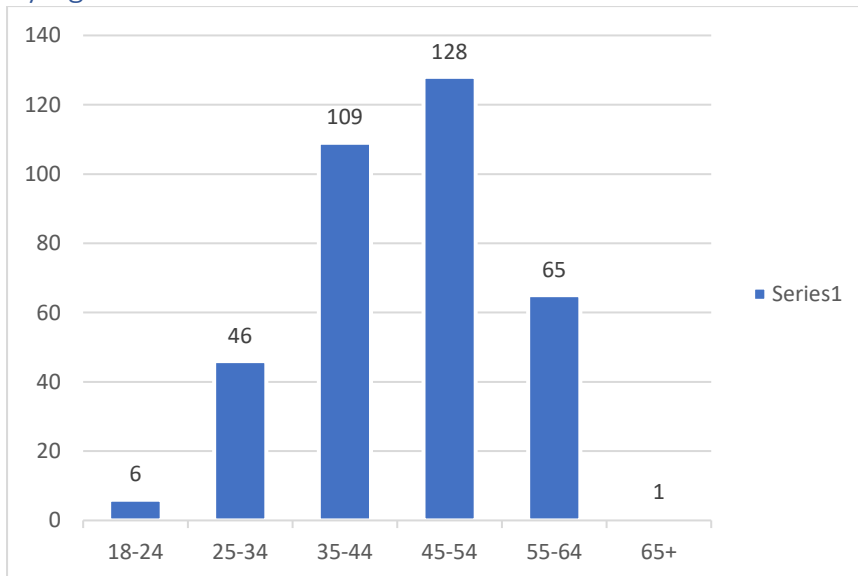


Figure 4. Respondents by age

¹ *Other responses include the Research Development Office, other specific University offices, the Library, and some individual academic departments.

By Gender

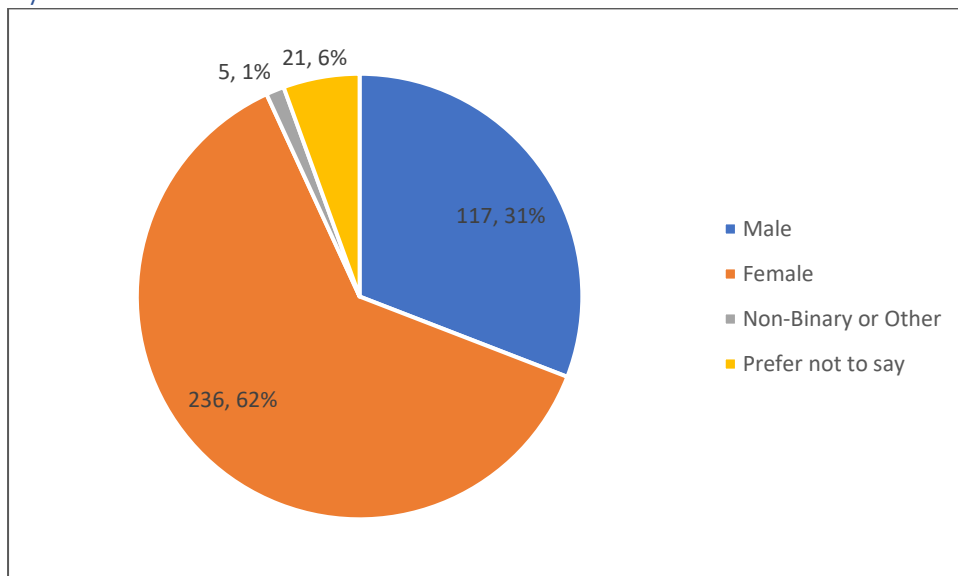


Figure 5. Respondents by gender

Table 1. Respondents by staff category by gender

	Male	Female
Academic	57	61
	43.5%	46.6%
Research only	12	6
	60.0%	30.0%
Administrative	22	104
	16.8%	79.4%
Technical	9	11
	40.9%	50.0%
Professional	5	22
	17.9%	78.6%
Library	6	18
	23.1%	69.2%
Support Services	5	11
	29.4%	64.7%
Other	1	3
	25.0%	75.0%

Table 2. Respondents by work location by gender

	Male	Female
Arts, Celtic Studies and Philosophy	15	27
	31.3%	56.3%
Science and Engineering	34	33
	46.6%	45.2%
Social Sciences	28	55
	32.2%	63.2%
Central Support Services	20	59
	24.1%	71.1%
Student Support Services	6	26
	18.2%	78.8%
Other	14	33
	27.5%	64.7%

By Caring Responsibilities

45% of male respondents (n=52), 52% of female respondents have children (n=119) and 41% of respondents who selected non-binary, prefer not to say or did not indicate a gender have children (n=13).

Table 3. Respondents with or without children* (n=368)

	No.	Percent
No children	184	50.0%
Total with children	184	50.0%
Yes – under 5	66	17.9%
Yes - between 6 and 12	89	24.2%
Yes – between 13 and 18	81	22.0%

*Some respondents will have chosen multiple options as they were asked to tick all that apply

Table 4. Respondents with or without children by staff category

	No children		One or more children	
	No.	% within Staff category	No.	% within Staff category
Academic	66	51.6%	62	48.4%
Research only	18	90.0%	2	10.0%
Administrative	50	40.3%	74	59.7%
Technical	12	54.5%	10	45.5%
Professional	12	44.4%	15	55.6%
Library	11	42.3%	15	57.7%
Support Services	11	64.7%	6	35.3%
Other	4	100.0%	0	0.0%

Table 5 Respondents with other caring responsibilities*

	No.	Percent
No other caring responsibilities	235	65.3%
Total with other care responsibilities	125	7.8%
Caring for a disabled or ill person	28	7.5%
Eldercare	96	26.7%
Other²	16	3.9%

*Some respondents will have chosen multiple options as they were asked to tick all that apply

Table 6 Respondents situation in relation to childcare and/or other caring responsibilities*:

	No.	Percent
The sole care provider	35	9.2%
Sharing caring responsibilities	187	49.0%
Other	8	2.1%
Total respondents	238	60.2%
Did not respond/N/A	144	39.8%
Total	382	100.0%

² Other responses include care for children over the age of 18, parents and friends.

*Some respondents will have chosen multiple options as they were asked to tick all that apply

Personal Challenges

Q9. Of the following, what are the TOP 5 challenges you are currently facing while working remotely

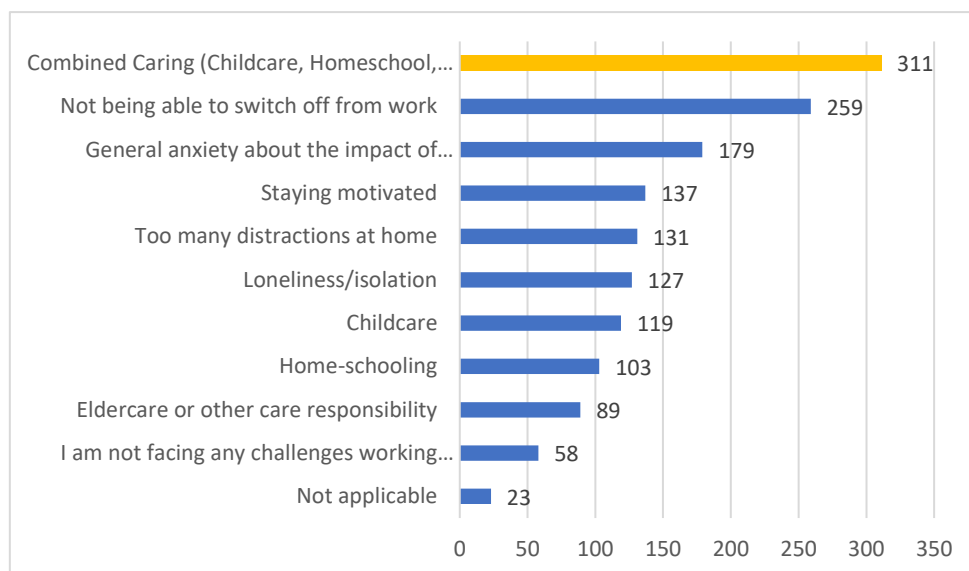


Figure 6. Number of respondents who selected these challenges in their TOP 5 personal challenges.

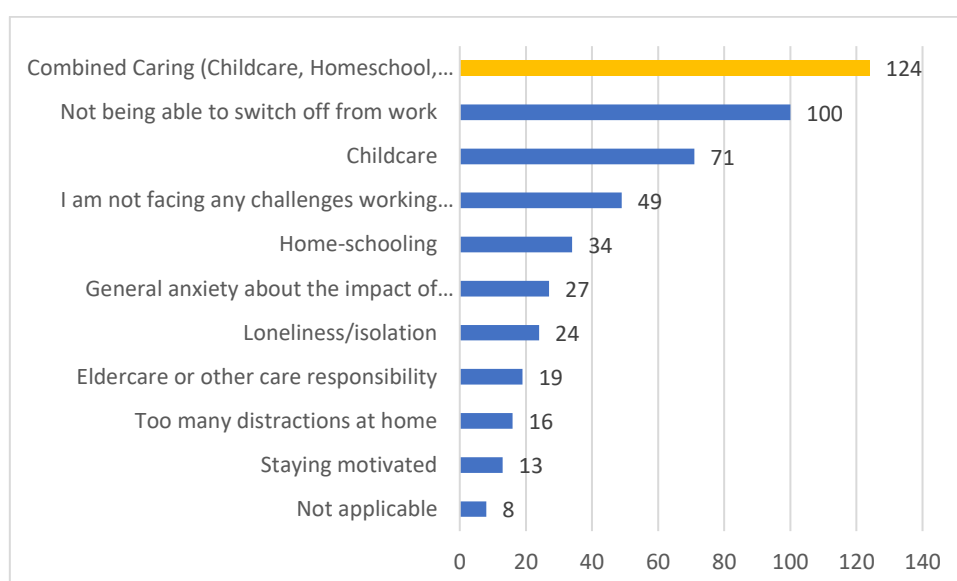


Figure 7. Number of respondents who selected this challenge as their number 1 personal challenge.

When Childcare, Home-Schooling and Eldercare or other care responsibility are combined (as seen in yellow in Figures 6 and 7), caring responsibilities is the number one challenge for 124 out of 361 respondents (34%).

Of the 66 respondents with children under the age of five, 80% selected childcare as their top challenge (n=53).

Of the 236 respondents with children:

- 50% selected childcare in their top 5 challenges (n=118)
- 44% selected home-schooling in their top 5 challenges (n=103)

Home-schooling was selected in the top 5 by:

- 52% of those with children between 13 and 18 (n=42)
- 84% with children between 6 and 12 (n=75)
- 45% with children under 5 (n=30)

Table 7. Other challenges

Challenge	Responses
Caring challenges – childcare and eldercare, particularly for solo carers	13
Communication with colleagues – difficulties with professional and social communication	6
Costs associated from working from home and poor work environment	6
Slow or unclear communication from University and decision-making	6
High workload and/or fears around progression	5
Personal & mental health challenges	5
Technology challenges	4
Communication with students	4
Access to campus facilities	3
Differences in the level of effort being put in by colleagues	2
Challenges returning to campus	1
Reliance on screens	1