

Caring Results

EDI Staff Survey 2022

Maynooth University

Purpose

This report summarises the responses from staff to the Caring and Leave sections of the Maynooth University Equality & Diversity Staff Survey 2022 which was circulated to staff in March 2022.

Response rate

There were 473 responses to the survey overall, representing an overall response rate of approximately 39%. Of the overall responses, 59% of respondents identified as female, 36% as male, 2% identified as non-binary/other and 3% preferred not to say. These responses are referred to as 'all genders' in the following analysis.

Respondents who answered yes to the question "Do you have caring responsibilities" were presented with additional questions on their caring responsibilities.

Respondents who answered yes to the question "Have you taken any periods of family/care-related leave as an employee of Maynooth University" were presented with additional questions on the types of leave and their experience of taking leave.

This report presents the results of cross tabulating these groups with other characteristics (e.g. gender). The 'all genders' response is also included in most Tables and Figures by way of comparison.

Anonymity

The Survey data in raw form is available only to the EDI Office.¹

The data presented here has been aggregated to preserve the anonymity of respondents. Where a detailed cross tabular analysis including gender is presented, gender minorities have not been included for reasons of anonymity. Similarly, percentages rather than numbers per category may have been included in some sets of responses for reasons of anonymity.

¹ [Office of the Vice President for Equality and Diversity](#) (EDI Office). Contact us at equality@mu.ie.

Key Findings

- 56% of overall respondents to the survey indicated that they had caring responsibilities. 59% of these respondents were female, 51% were male.
- Of the respondents who indicated they had caring responsibilities, 71% indicated childcare. Caring for older adults was the second most indicated responsibility with 37% of responses. In this question respondents could select multiple types of caring responsibilities.
- Of the respondents with childcare responsibilities, 30% had children aged under 5 years, whilst the majority (59%) indicated that the child(ren) they care for are aged between 5 and 12 years old.
- 62% of overall survey respondents strongly agreed/agreed that they would feel comfortable discussing with their Head of Department the need to balance their work with caring responsibilities. 61% of female respondents strongly agreed/agreed, 68% male respondents strongly agreed/agreed.
- 66% of female respondents strongly agreed/agreed that they work in a family-friendly Department, compared to 69% of male respondents.
- Almost one quarter (24%) of survey respondents indicated they had taken periods of family/care-related leave as an employee of Maynooth University. Of these respondents, 32% were female compared to 11% male.
- The most indicated forms of leave were maternity and parental leave.
- Equal proportions of female (67%) and male (67%) respondents strongly agreed/agreed with the statement “the process of applying for family leave was supportive”.
- 50% of female respondents disagreed/strongly disagreed that on return from leave, supports were put in place to facilitate their re-engagement, compared to 39% of male respondents.
- 39% of female respondents strongly agreed/agreed that taking family leave has had a negative impact on their career progression, compared to 17% of male respondents.
- 71% of respondents indicated they were not happy with the breastfeeding facilities on campus
- 20% of female respondents strongly agreed/agreed that their family status has had a negative impact on their career opportunities, compared to 15% of male respondents.
- 11 staff noted that they had experienced discrimination or unfair treatment in their workplace in the past 12 months, under the ground family status.

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Results

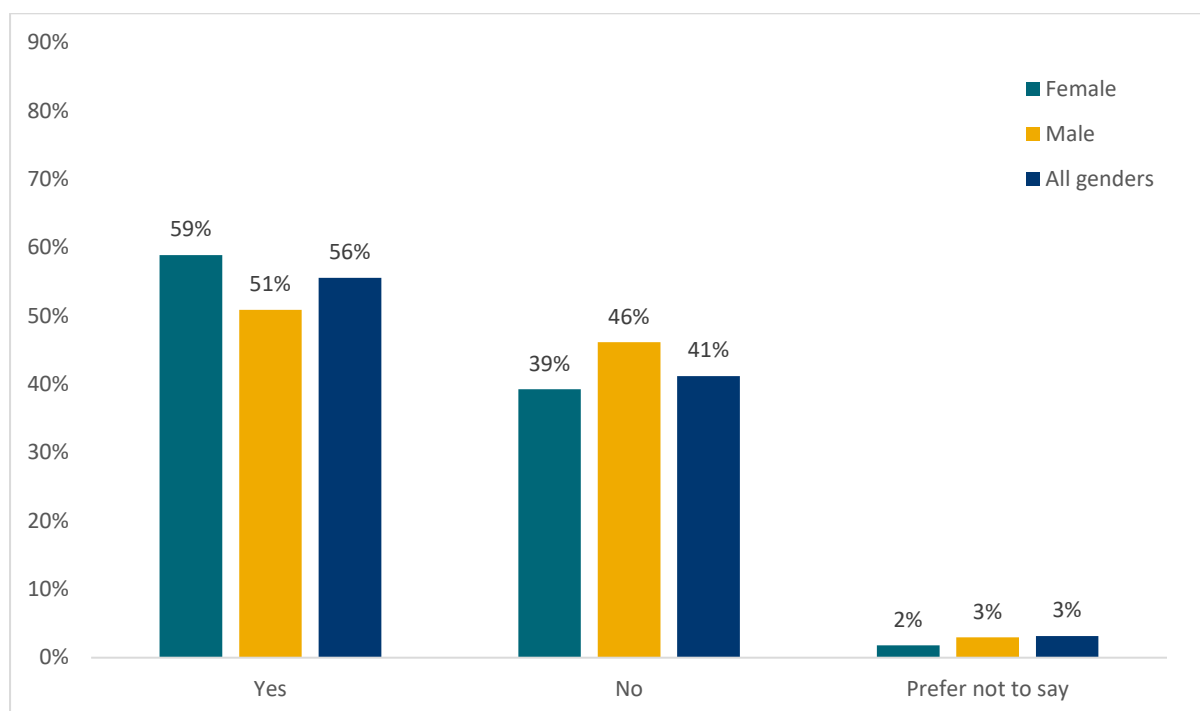


Figure 1. Respondents with or without caring responsibilities, disaggregated by gender (n=473).

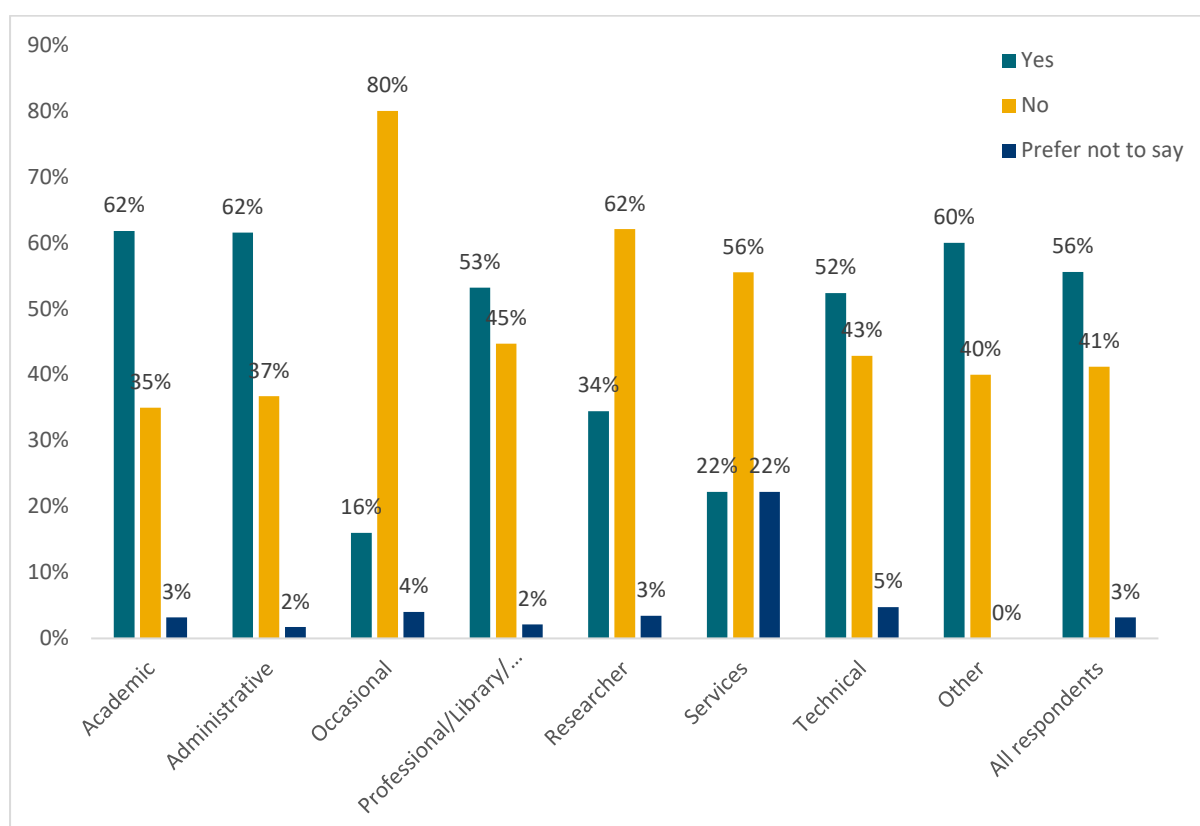


Figure 2. Respondents with or without caring responsibilities, disaggregated by staff category (n=473).

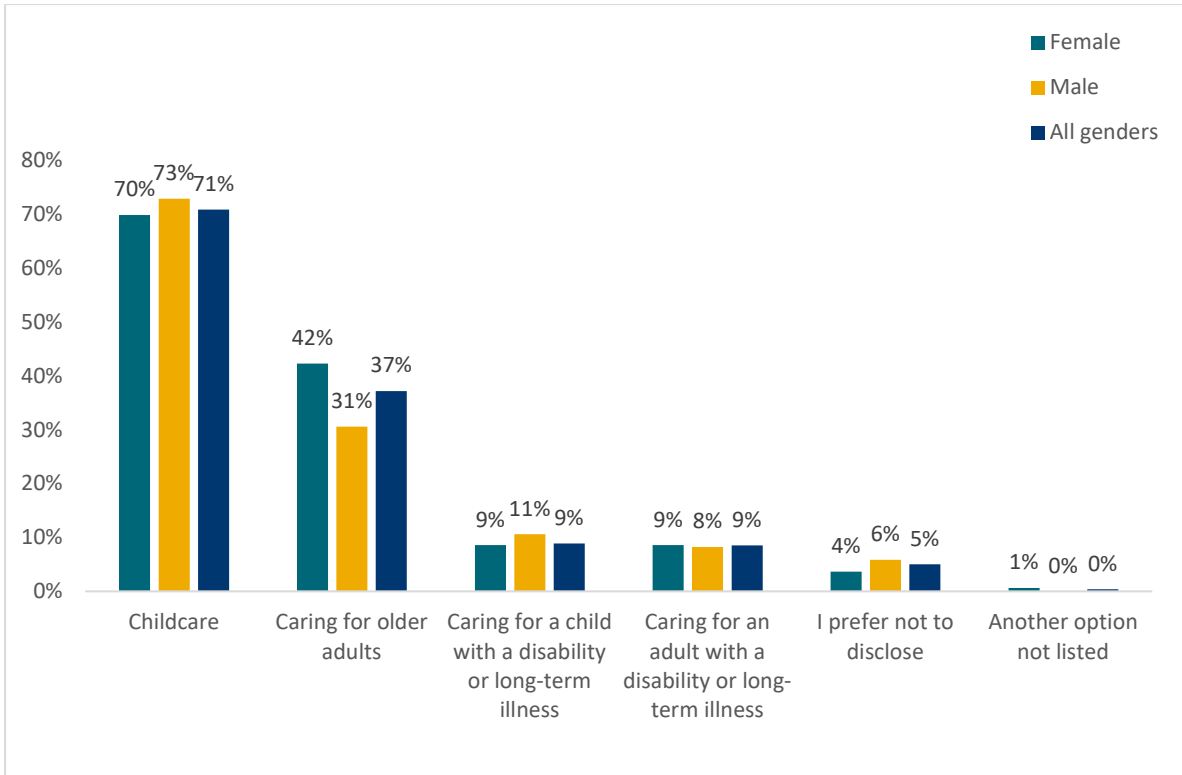


Figure 3. Respondents by type of caring responsibility, disaggregated by gender (n=258). Respondents could select multiple options.

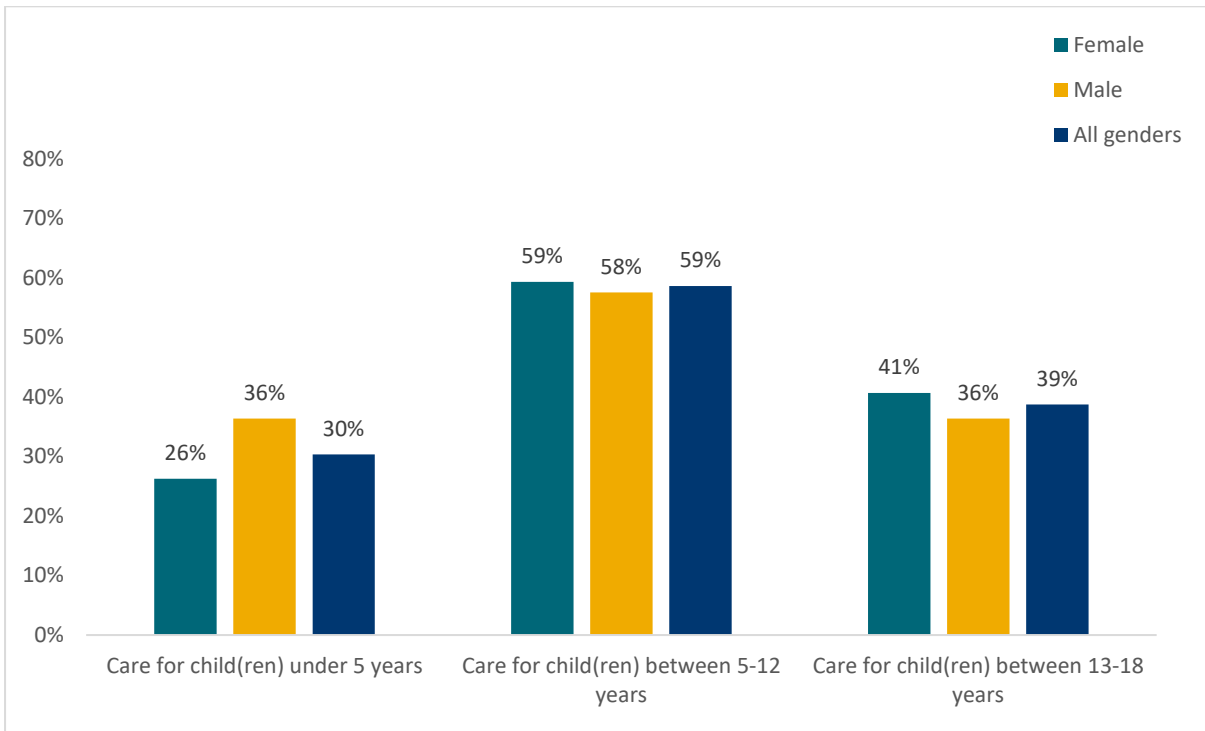


Figure 4. Respondents by the age of children that they care for, disaggregated by gender (n=191). Respondents could select multiple options.

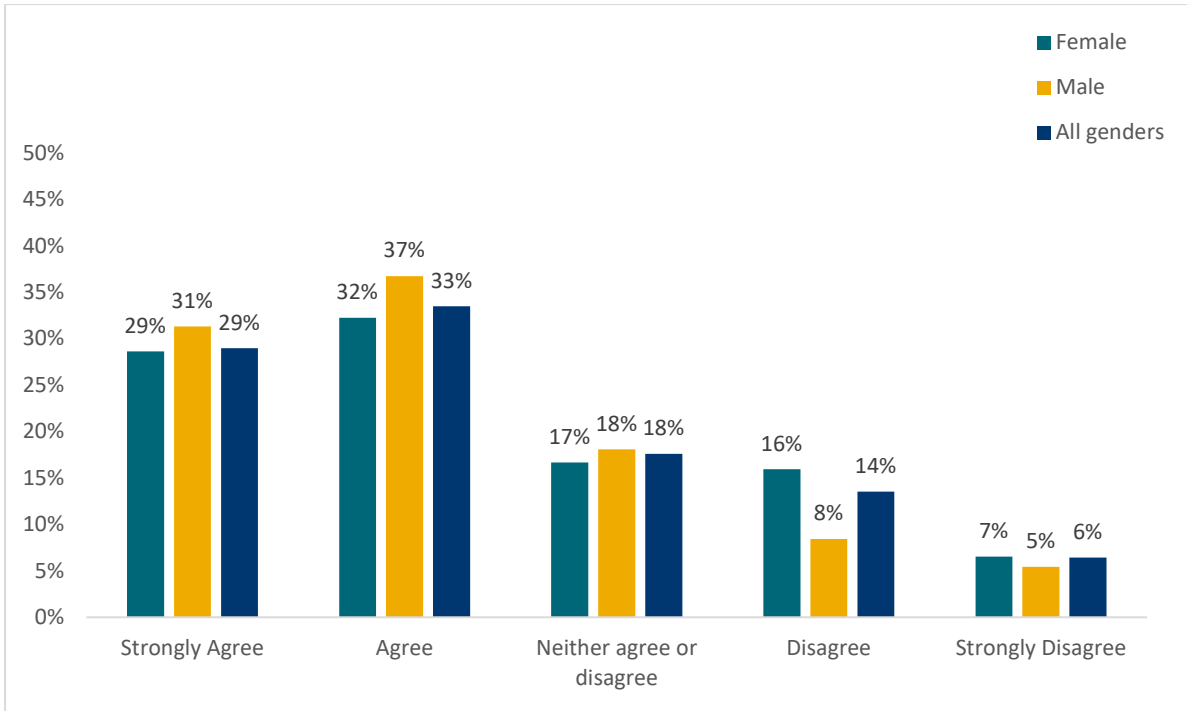


Figure 5. Respondents who agree/disagree that they would feel comfortable discussing with their Head of Department the need to balance their work with caring responsibilities, disaggregated by gender (n= 466).

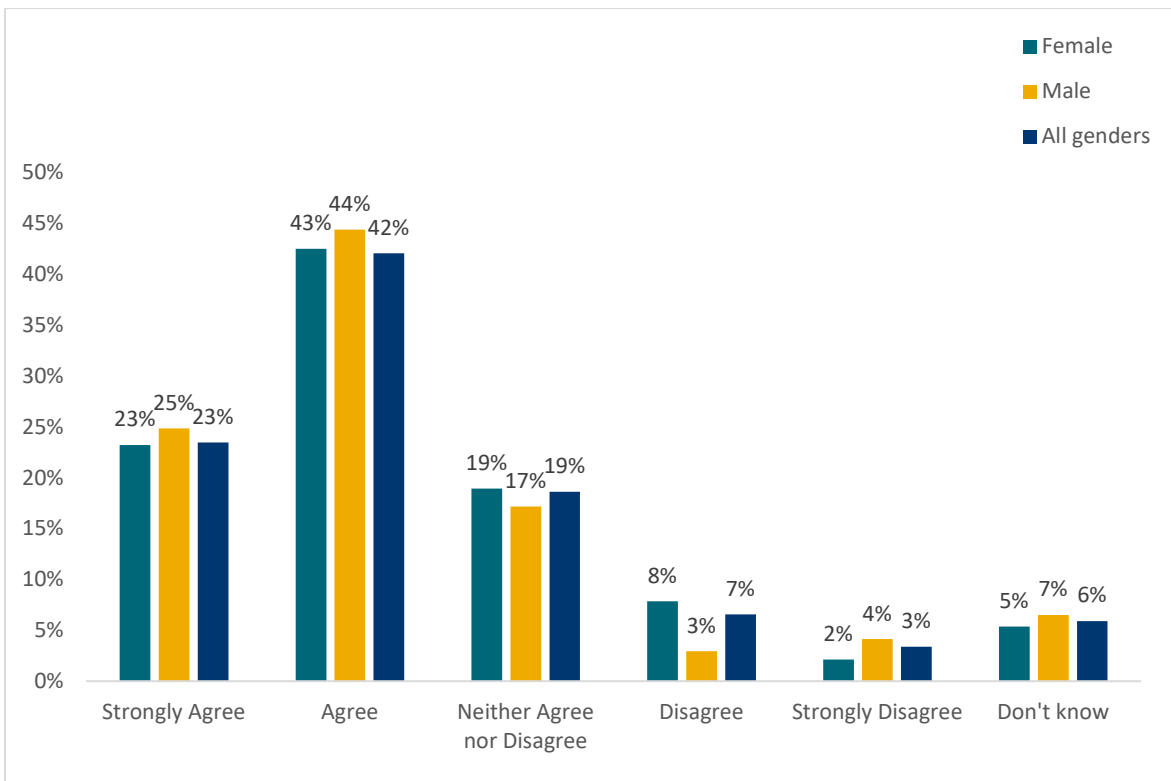


Figure 6. Respondents who agree/disagree that they work in a family-friendly department, disaggregated by gender (n=473).

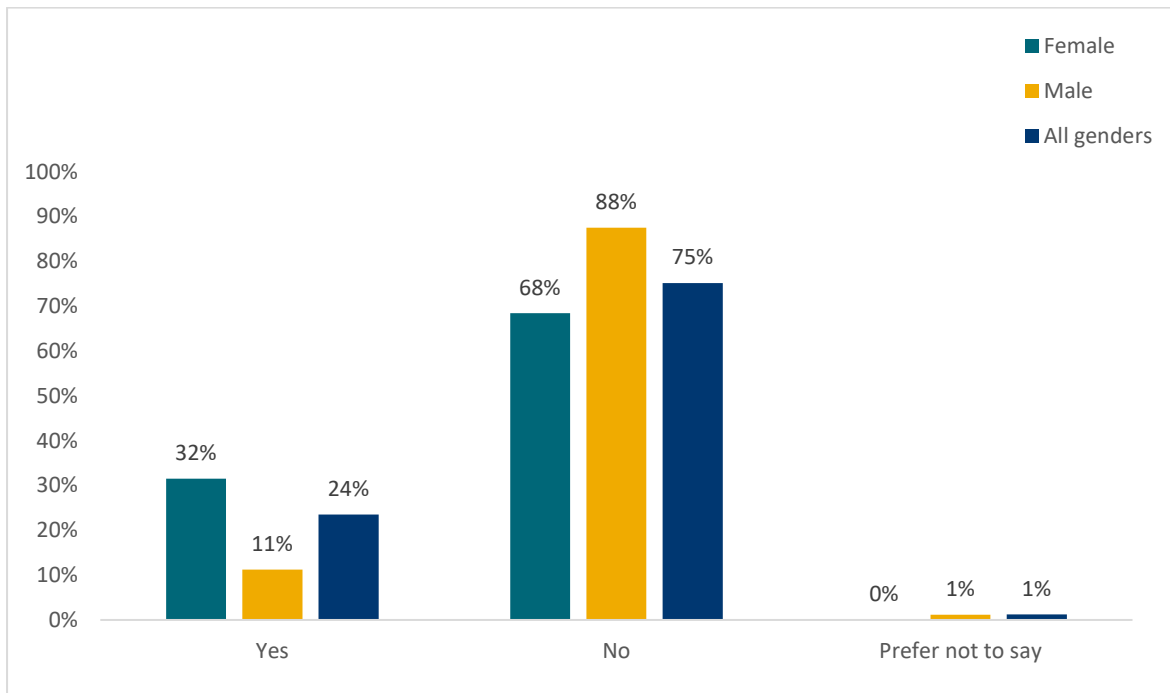


Figure 7. Respondents by whether they have taken periods of family/care-related leave as an employee of Maynooth University, disaggregated by gender (n=472).

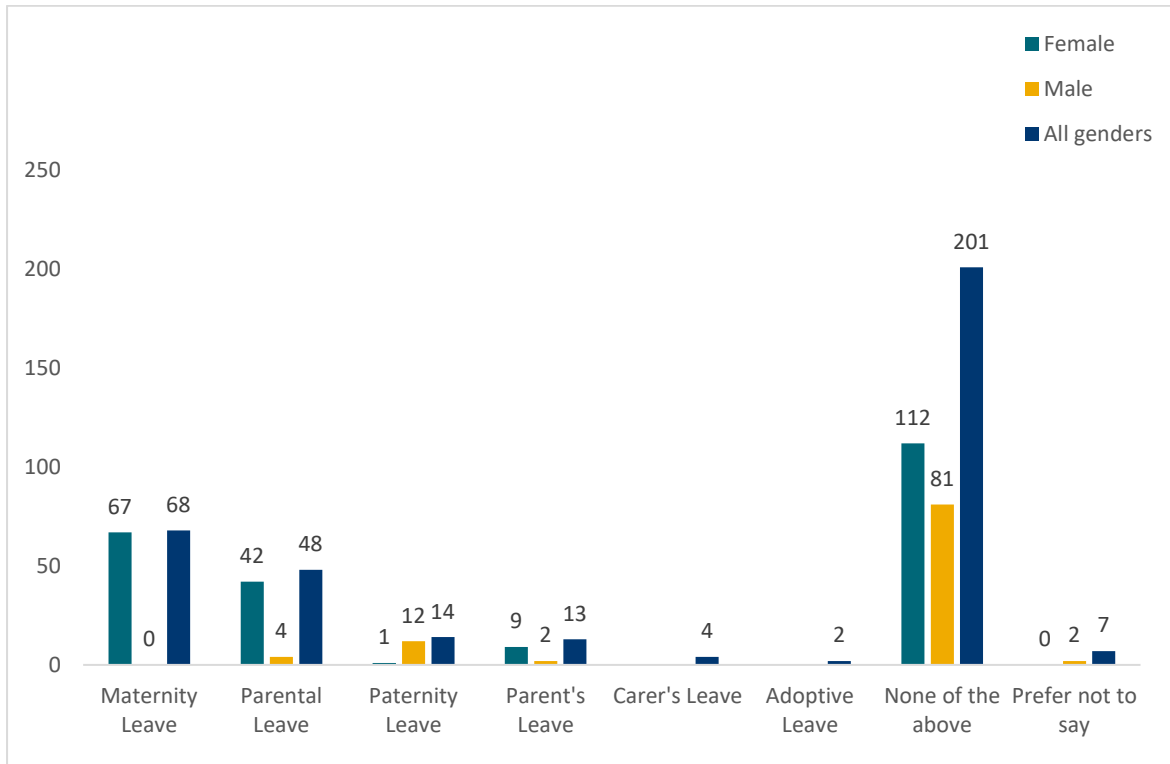


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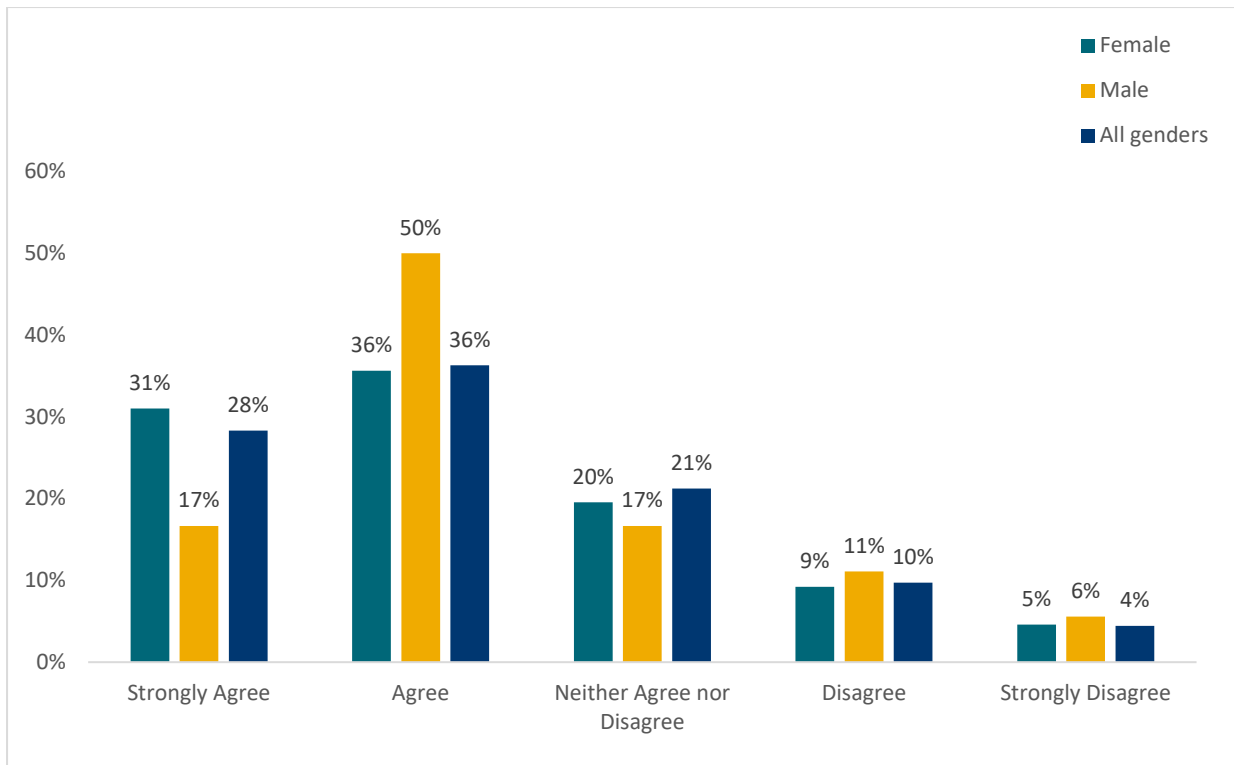


Figure 9. Respondents who agree/disagree that the process of applying for family leave was supportive by gender (n=113).

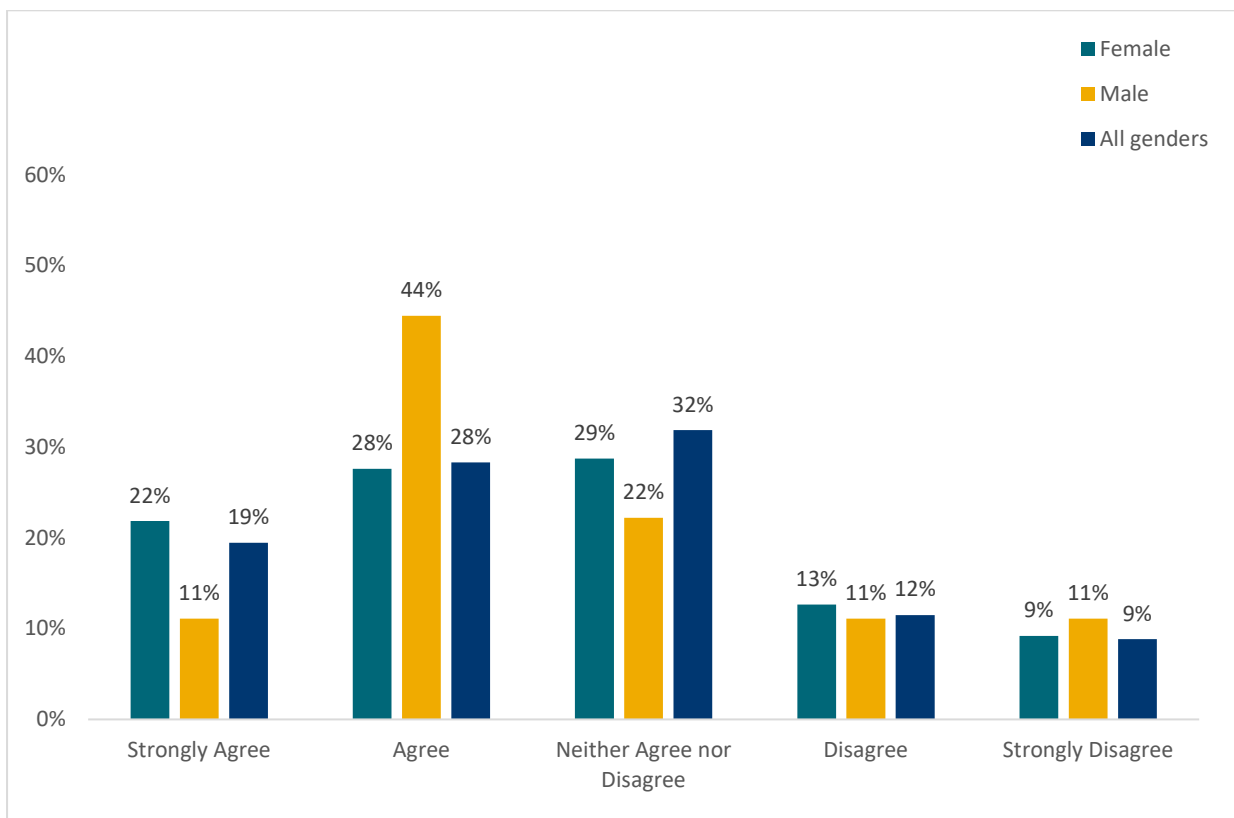


Figure 10. Respondents who agree/disagree that arrangements were available for them to keep in touch during their family leave to the extent they wished to do so, disaggregated by gender (n=113).

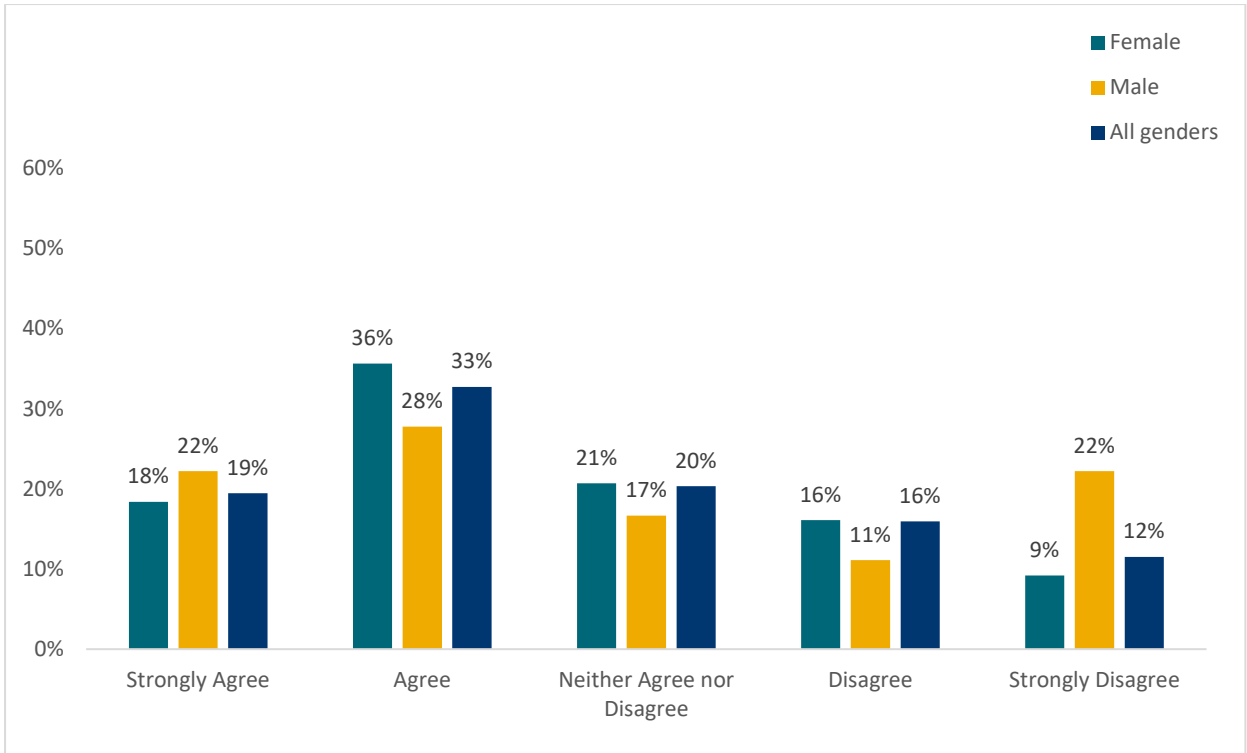


Figure 11. Respondents who agree/disagree that colleagues took on some/all of their responsibilities during their family leave, disaggregated by gender (n=113).

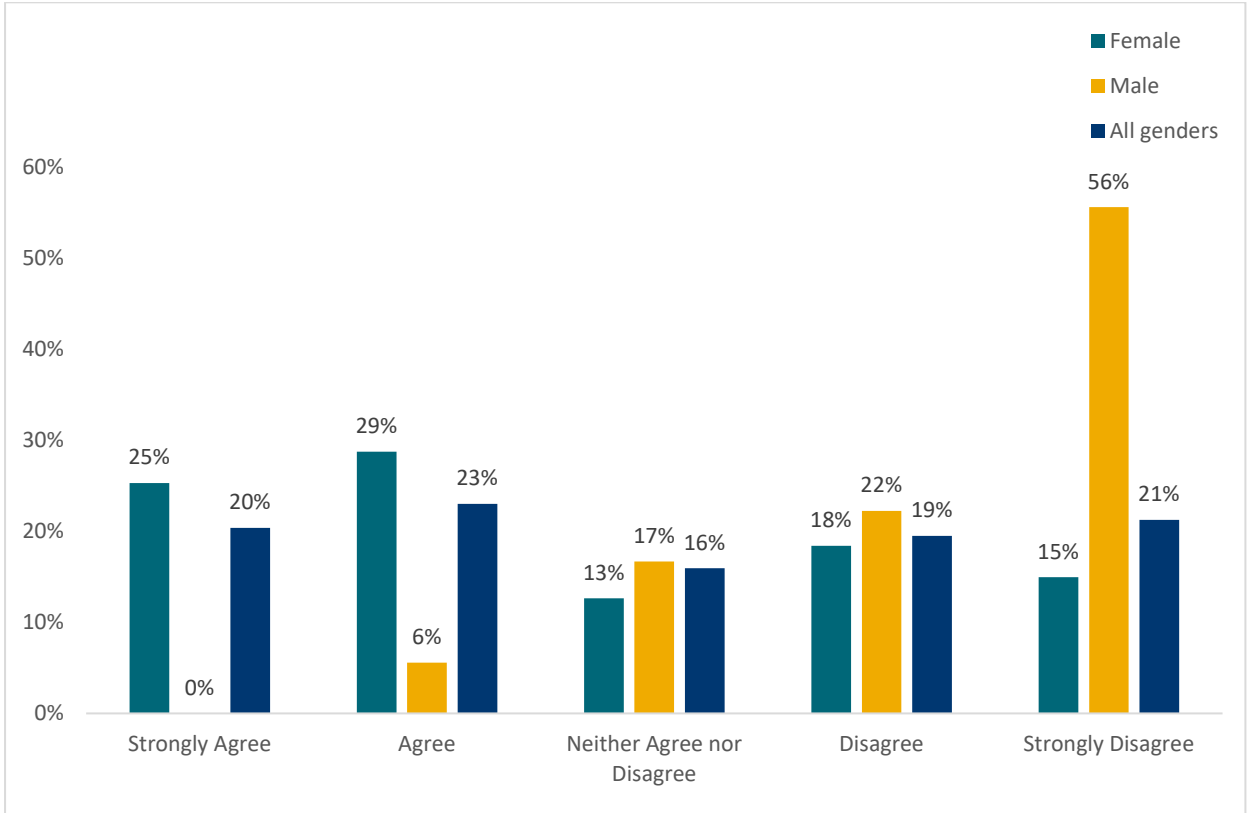


Figure 12. Respondents who agree/disagree that part-time or temporary staff were hired to cover some/all of their responsibilities during their family leave, disaggregated by gender (n=113).

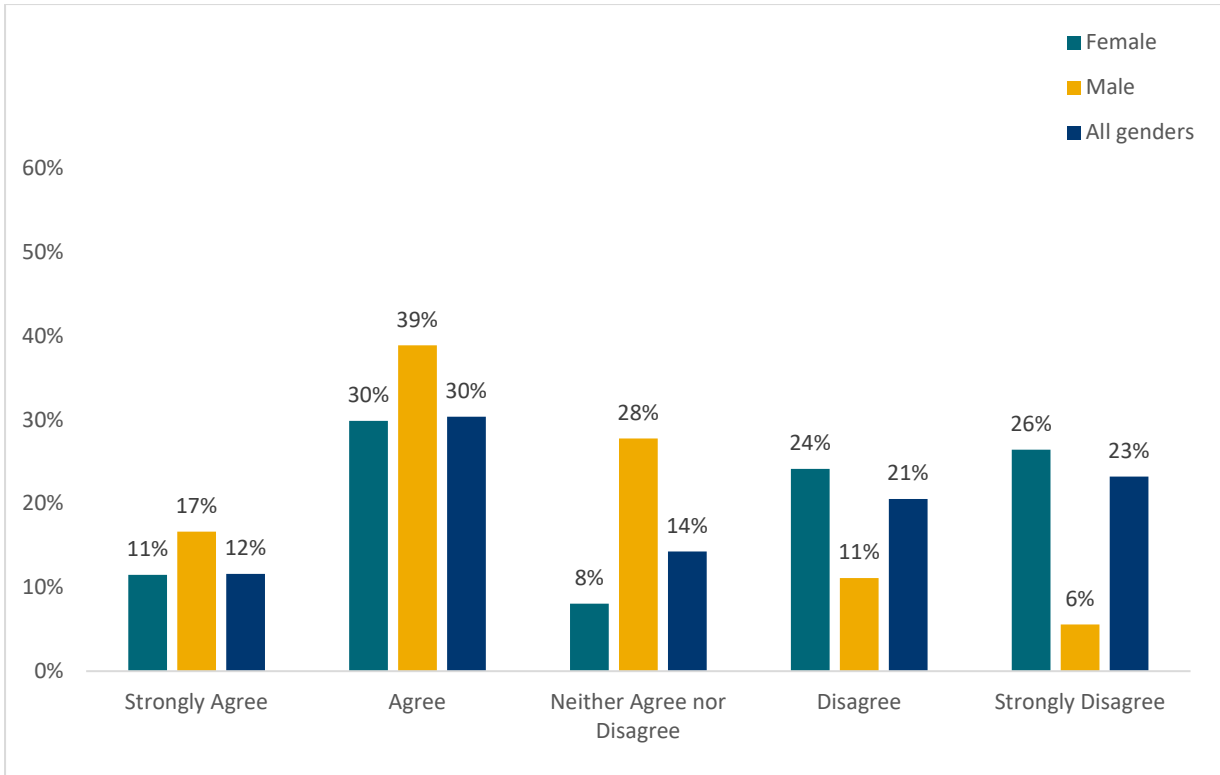


Figure 13. Respondents who agree/disagree that they covered some of their responsibilities during their family leave, disaggregated by gender (n=112).

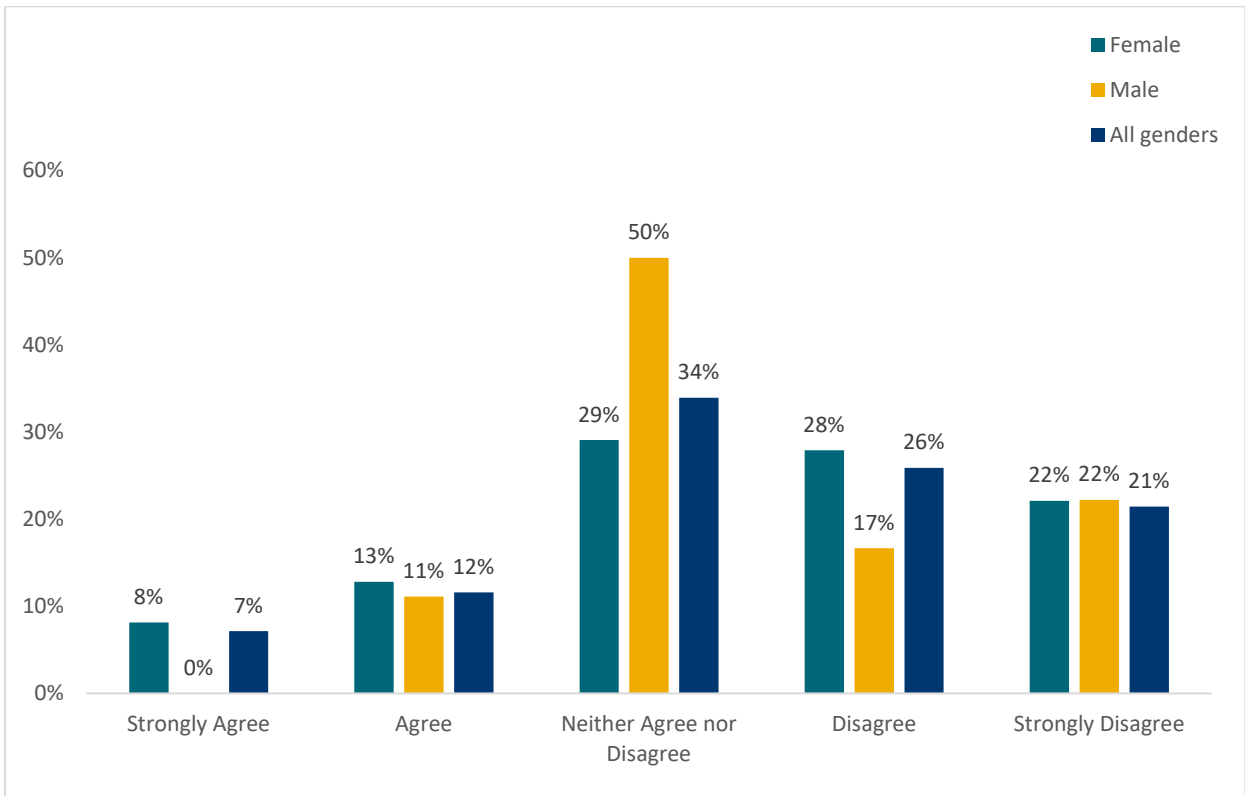


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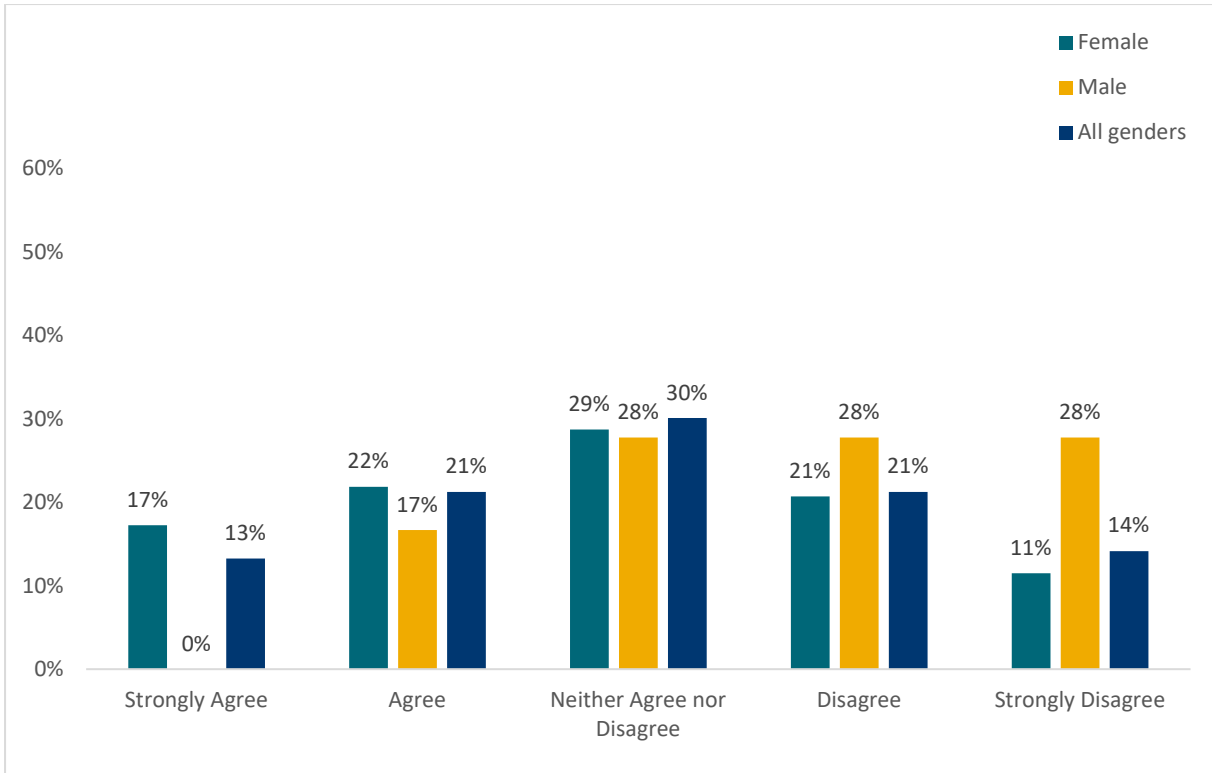


Figure 15. Respondents who agree/disagree that taking family leave has had a negative impact on their career progression, disaggregated by gender (n= 113).

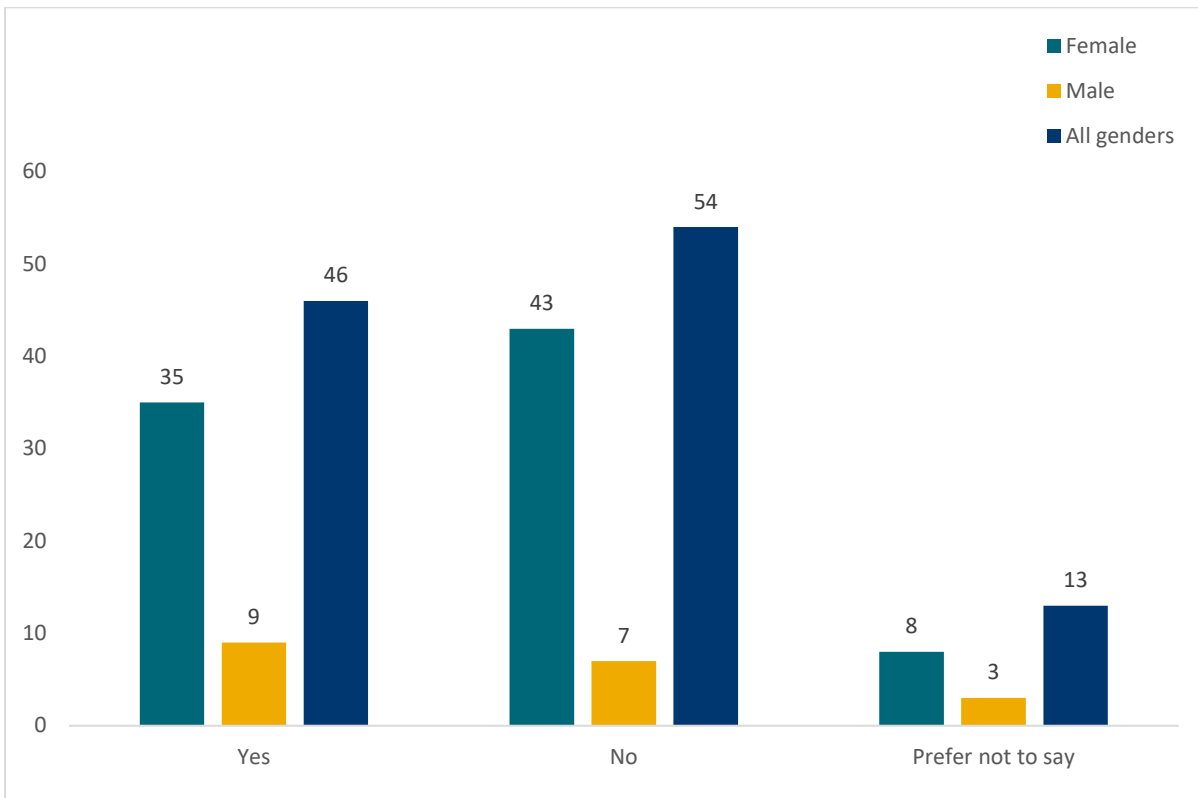


Figure 16. Respondents by whether they continued to work while they were on family leave, disaggregated by gender (n=113).

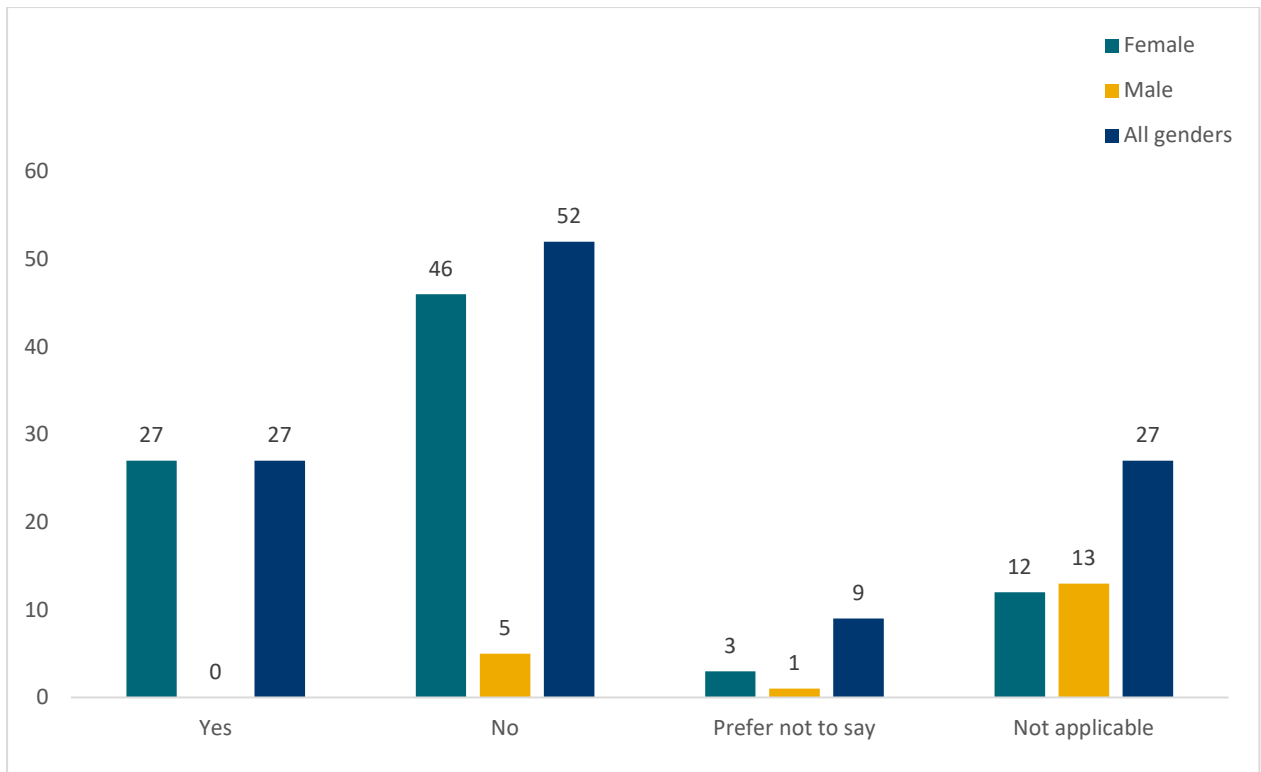


Figure 17. Respondents by whether they breastfed and/or expressed milk on their return to work, disaggregated by gender (n=115).

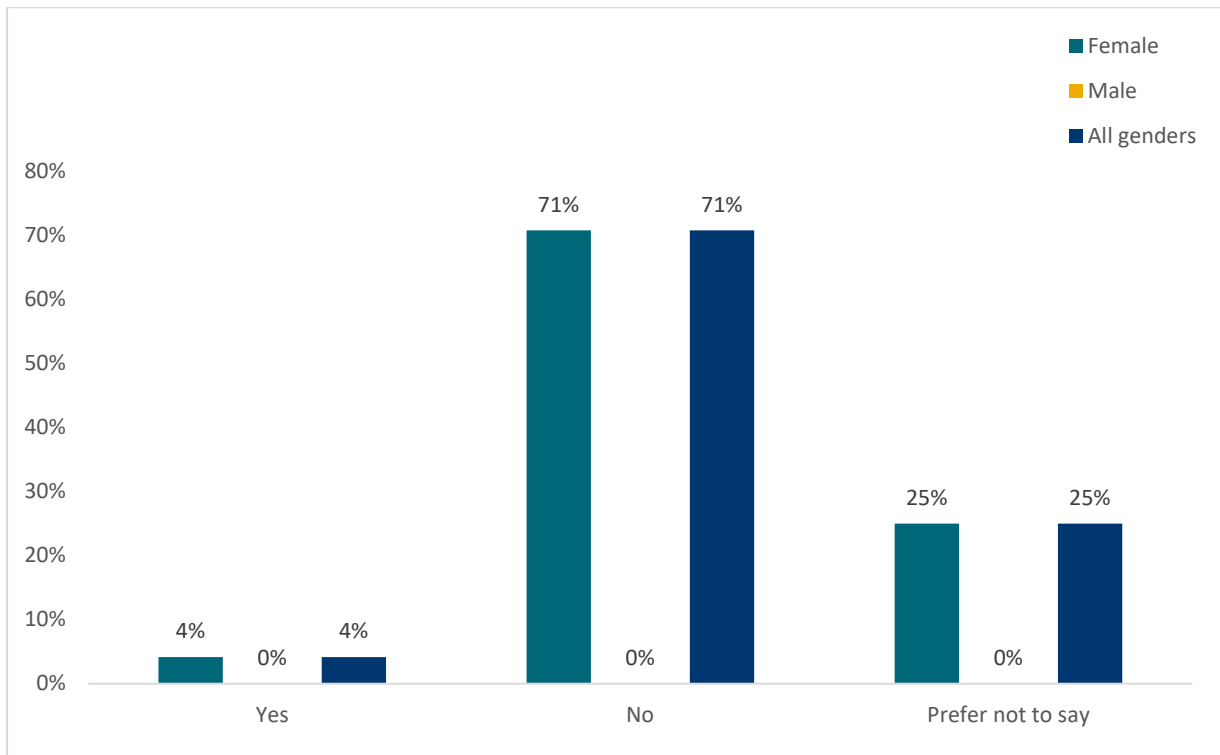


Figure 18. Respondents by whether they are happy with the breastfeeding facilities on campus, disaggregated by gender (n=24).

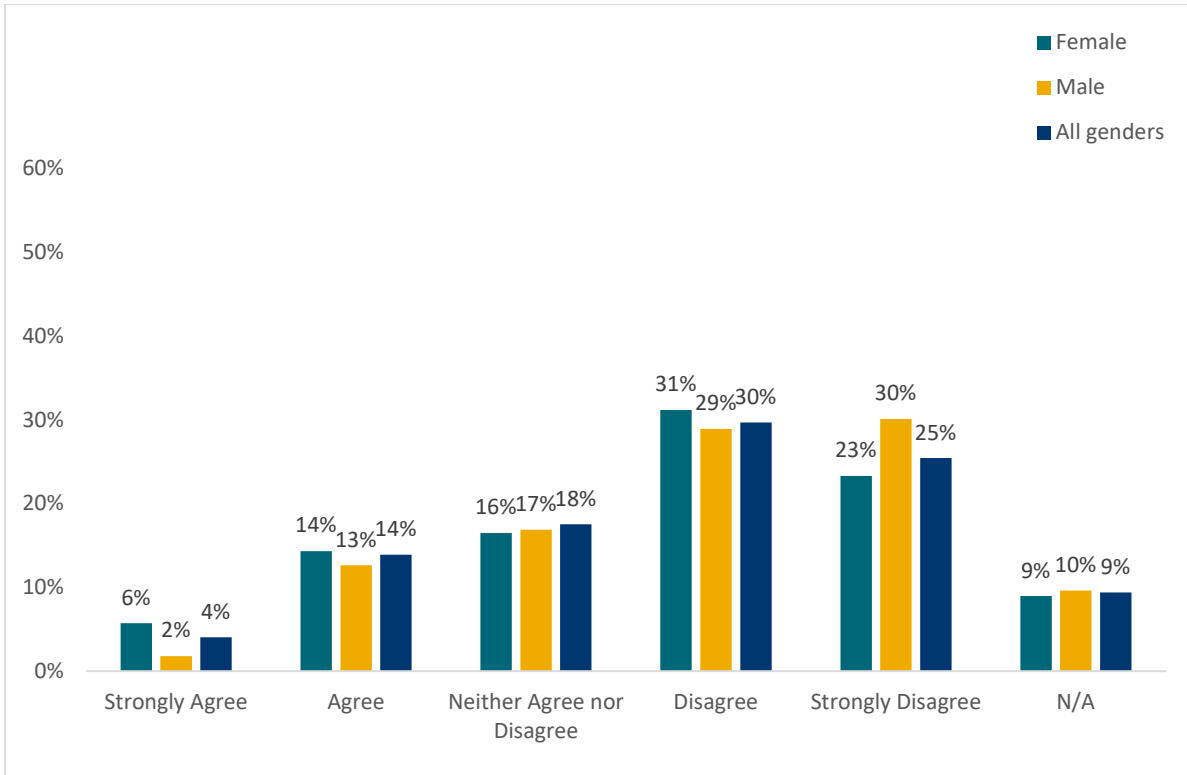


Figure 19. Respondents who agree/disagree that they feel that their family status has had a negative impact on their career opportunities, disaggregated by gender (n=468).

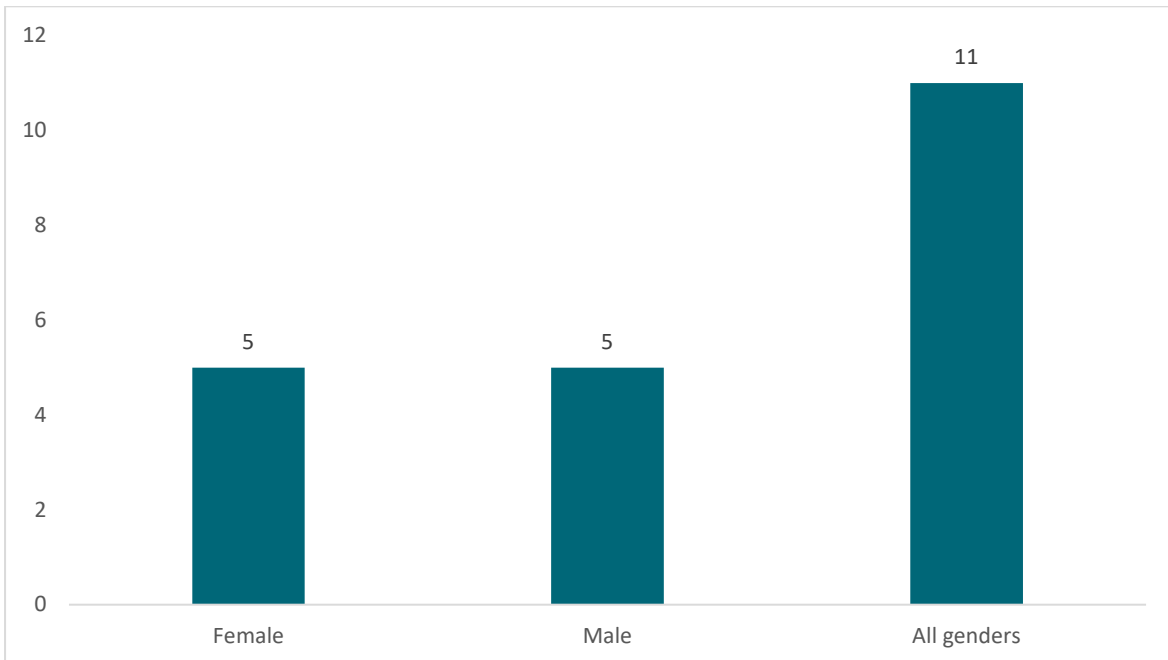


Figure 20. Respondents who have experienced discrimination or unfair treatment in their workplace in the past 12 months, under the ground family status, disaggregated by gender (n=11).

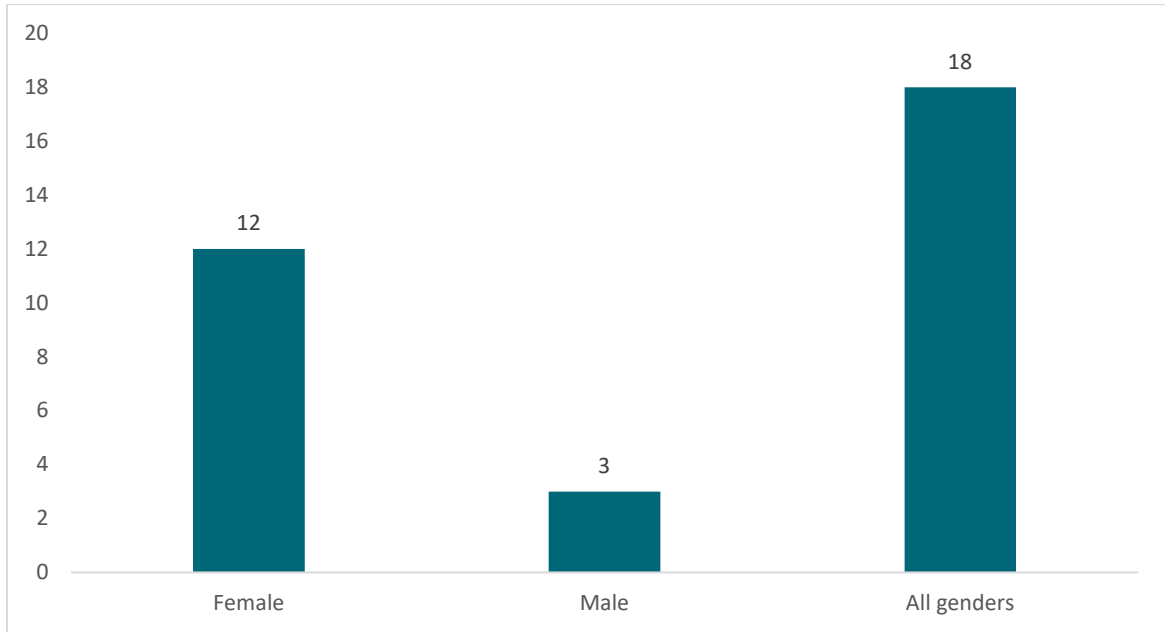


Figure 21. Respondents who have witnessed discrimination or unfair treatment in their workplace in the past 12 month, under the ground family status, disaggregated by gender (n=18).