



OÉ Gaillimh
NUI Galway

Whitaker Institute for
Innovation and Societal Change



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DEVELOPMENT
COMMISSION

Remote Working in Ireland

**2022
National
Survey
Findings**

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Authors

Alma McCarthy and Noreen O'Connor

Whitaker Institute, NUI Galway

Tomás Ó Síocháin and Deirdre Frost

Western Development Commission

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Further Information

Further information about the 2020 and 2021 remote working surveys and other remote working projects can be found on the Whitaker Institute [website](#) and the Western Development Commission [website](#).

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Summary of Key Findings

This report presents the headline findings from the 2022 Remote Working in Ireland survey. The data were collected from employees across a wide range of industries, sectors and occupations over a nine-day period at the end of April 2022.

A total of **8,428** usable responses were received.

The key findings are as follows:

- 52% of respondents are **currently working hybrid** (sometimes remotely, sometimes onsite) and 40% are working fully remotely. 8% are working fully onsite.
- 58% of respondents **never worked remotely before** COVID-19.
- 50% of respondents indicated that their organisation has **confirmed how they will work in the future** while 22% are in a trial phase. 29% have not yet decided on future work patterns.
- Of the 50% of respondents whose **organisations have confirmed their future working patterns**:
 - 61% indicated that they will work hybrid
 - 30% indicated that they will work completely remotely
 - 9% will work fully onsite.
- For the half of respondents who indicated that they will work hybrid into the future the following are the **hybrid work patterns**:
 - 3% are expected to be onsite a minimum of 4 days a week
 - 24% are expected to be onsite a minimum of 3 days a week
 - 36% are expected to be onsite a minimum of 2 days a week
 - 17% are expected to be onsite a minimum of 1 day a week
 - 8% are expected to be onsite several days a month
 - 12% indicated "other".

On examining the comments provided by those who selected "other", the main themes that emerged included being onsite as required for certain face-to-face meetings, for creative work, as required ad hoc, depending on project requirements and for purposeful meetings.

Many of those selecting "other" indicated that there was no specified minimum requirement to be onsite.
- For respondents who indicated that their organisation has decided on future work patterns, they were asked if their **remote working preferences** are being facilitated:
 - 61% indicated that their future remote working preferences are being facilitated
 - 19% indicated that their preferences are not being facilitated
 - 20% do not know yet whether their preferences will be facilitated.
- 27% of respondents have **changed employer since the outbreak of COVID-19** in 2020 and 73% have not changed employer since 2020.

- Of the 27% who had changed employer since the outbreak of COVID-19, **nearly half (47%) indicated that remote working was a key factor** in their decision to change employer as their new employer offered better remote working opportunities and 53% indicated that remote working was not a key factor in changing employer.
- In terms of the **impact of remote working on opportunities for promotion**, the majority believe there is no impact (49%) or do not yet know the impact (33%). 9% believe there is a positive impact while 9% believe there is a negative impact.
- When asked about the **impact of remote working on career options**, the majority believe there is no impact (45%) or do not yet know the impact (30%). 16% believe there is a positive impact while 9% believe there is a negative impact.
- In terms of how **remote working affects respondents' loyalty** to their employer, 48% indicated that remote working positively affects their loyalty, 39% report that it has no affect, and 6% indicated that it has a negative affect. 7% indicated that they don't know what affect remote working has on their loyalty to their employer.
- Respondents were asked if they would change job if their future remote working preferences are not facilitated.
 - 30% indicated that they will **change job even if it means a pay cut** and 33% said maybe. 29% said they would not change job if it meant a pay cut and 8% do not know.
 - 37% indicated that they will **change job even if it means less promotion opportunities** and 27% said maybe. 30% indicated they would not change job if it means less promotion opportunities and 6% don't know.
 - 33% indicated that they **will change job even if it reduces their career opportunities** and 27% said maybe. 33% said they would not change job if it reduces career opportunities and 7% do not know.
- The vast majority of respondents indicated remote working is impacting employee attraction and retention in their organisation:
 - 88% strongly agree and agree with the statement that their organisation needs to offer remote / hybrid working to **attract staff**.
 - 90% strongly agree and agree with the statement that their organisation needs to offer remote / hybrid working to **retain staff**.
- 49% of respondents indicated that they work **more hours remote working compared to working onsite**, 45% indicated that they work the same hours, and 6% reported that they work less hours.
 - Of the time saved by not commuting when working remotely that was used to work more hours:
 - 27% of respondents indicated they spent up to half an hour of their saved commute time working
 - 30% of respondents indicated they spent half an hour to an hour of their saved commute time working

- 14% of respondents indicated they spent 1 to 1.5 hours of their saved commute time working
 - 4% of respondents indicated they spent 1.5 to 2 hours of their saved commute time working.
 - 5% of respondents indicated they spent over 2 hours of their saved commute time working
 - 20% of respondents indicated that they spent none of their saved commute time working.
 - The **Top 5 activities** for which respondents spent the **time saved on commuting** are:
 1. Household duties (e.g., cleaning, shopping, DIY)
 2. Exercise
 3. Working on their main job
 4. Relaxation
 5. Caring responsibilities
 - 76% either agreed or strongly agreed that working remotely makes their **job easier** and 95% either agreed or strongly agreed that working remotely makes their **life easier**.
 - 84% either agreed or strongly agreed that working remotely increases their **productivity** and 79% either agreed or strongly agreed that working remotely reduces their work-related stress.
 - 42% indicated that working remotely had no effect on their level of **engagement with colleagues** and 35% indicated that it had a negative effect. 17% indicated that remote working had a positive effect on their level of engagement with colleagues.
 - Respondents were asked if they would consider **relocating** due to their experience of remote working since COVID-19:
 - 52.5% said they would not consider relocating.
 - 21.6% said they would consider relocating and 16.5% said they may consider relocating. The top 5 places respondents would move to are:
 1. Outside of Ireland
 2. Galway
 3. Cork
 4. Wicklow
 5. Kerry
 - 9.3% indicated that they have already relocated within Ireland since COVID-19 because they can work remotely and 0.2% have relocated outside of Ireland. The top 5 counties they have relocated to in Ireland are:
 1. Galway
 2. Cork
 3. Kildare
 4. Dublin
 5. Mayo
- Nearly two-thirds (63%) of those who have already moved within Ireland relocated from Dublin.



- **2,777** respondents indicated that they had **people management responsibilities**:
 - 47% indicated that working remotely / hybrid has a positive impact on **team productivity / performance**; 42% indicated it makes no difference; and 10% indicated it has a negative impact
 - 46% indicated that working remotely / hybrid makes no difference to **team innovation and creativity**; 34% indicated it has a positive impact; and 19% indicated it has a negative impact
 - 42% indicated that working remotely / hybrid makes no difference to **team engagement**; 33% indicated it has a positive impact; and 25% indicated it has a negative impact
 - 47% indicated that working remotely / hybrid has a negative impact on **onboarding new employees**; 36% indicated that it makes no difference; and 17% indicated it has a positive impact.



Introduction, Background and Methodology

The national remote working in Ireland survey is undertaken annually by NUI Galway and the Western Development Commission (WDC). This report presents the findings of the 2022 Remote Working in Ireland Survey and follows on from previous national surveys conducted in April 2020 and April 2021 - reports available [here](#).

The survey is explicitly designed to capture employee views on remote working at a point in time each year since the onset of the COVID-19 pandemic. Those who are interested in remote working, current and aspiring remote workers, are the target respondents.

The 2022 survey opened 25th April 2022 and closed 3rd May, 2022. This was an online survey on the Qualtrics platform with a self-selected sample and was open to anyone aged 18 years and over and living in Ireland.

Previous Annual Surveys

This is the third annual survey in a series on remote working. The first survey in 2020 (May) was conducted a couple of months after the onset of the pandemic and working from home guidelines were in place. The 2021 survey was conducted over a year into the pandemic with a continuation of work from home guidelines.

Sampling

The sampling method used is non-probabilistic convenience sampling. This method is typically used when access to a full population is limited or, as in this case, is not the desired intention. The target sample is those who are or can work remotely and those who wish to remote work. As only some occupations within the overall working population have roles that are amenable to remote working, the survey findings are not intended to generalise to the working population.

An advantage of the sampling method used here is that it can generate a high response rate – 8,428 usable surveys in the 2022 annual survey. A further advantage is it can allow the questions to delve deeper into the subject. However, a disadvantage of the sample method employed here is the presence of selection and response bias.

Selection bias arises where the sample is selected from a particular group. The aim was to invite as many of the target group to participate as possible. To maximise selection, we employed a national media campaign – broadcast and social media. The survey and survey link was promoted across various national and regional media and across various social media platforms. These were targeted to employees and remote workers aged 21-65, engaged in public and private sectors, across all company sizes, gender, and across all counties. The social media platforms used were Facebook, Instagram, LinkedIn and Twitter. It was also widely circulated across various employer and employee networks.

Response bias arises as it is a self-selected sampling method, so those who are more interested in the subject or feel more strongly are likely to respond.

Both the selection and response bias can skew the validity of the results and are not easily scaled up to make generalisations about the wider population, though as noted this is not

the intent of the survey. There are other data sources which aim to reweight remote working data so as to infer findings for the general population, (such as the CSO Pulse Survey) but re-weighting data can also induce bias and caution is still advised when making inferences to the entire population. We do not re-weight data in this report.

Response Rate

A total of **8,428** usable responses were received. A small number of responses were removed from the database as they were completed by respondents outside of the island of Ireland, were not sufficiently complete, or respondents did not consent to participate. As part of data cleaning and data integrity, we reviewed response times and IP address duplications.

Trend Analysis

The sampling methodology has been broadly consistent on each occasion in April-May 2020, 2021, 2022; a national survey conducted online, promoted by national media both broadcast and social, with sample sizes exceeding 6,400 in each annual survey capturing views of those interested in remote working.

In the context of the significant impact on remote working and working from home due to COVID-19 workplace restrictions, each annual national remote working in Ireland survey offers an important snapshot in time of employee experiences of remote working.

Given the same methodology has been applied over each annual survey, with very high response rates, it is possible to infer general trends on employee views and responses in relation to remote working. However, as it is not statistically representative, it is important to report accurately the findings as they relate to the survey and not the national working population or even the national remote working population.

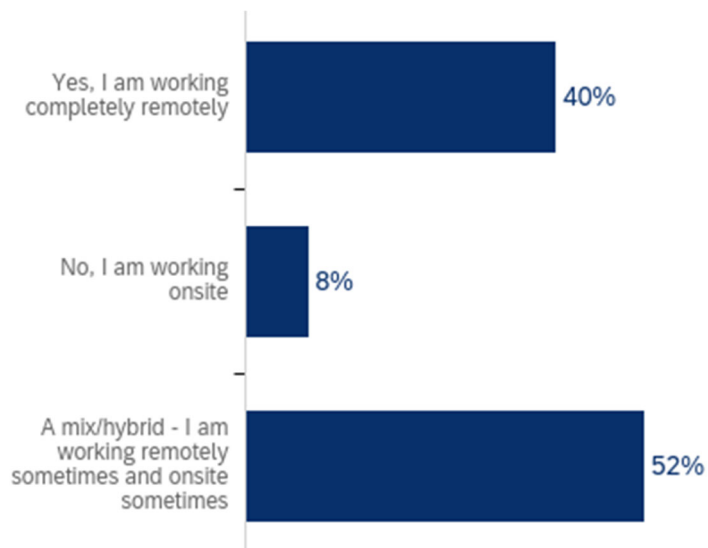
Note: some percentages may not total to 100 due to rounding.

Current Remote Working Status

52% of respondents indicated that they were working hybrid (i.e., working remotely sometimes and working onsite sometimes).

40% were working fully remotely.

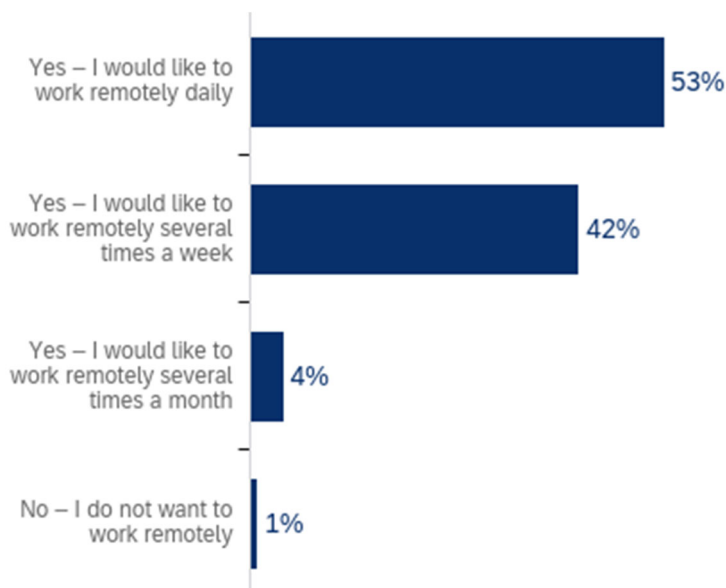
8% indicated that they were working fully onsite.



Remote Working Preferences Going Forward

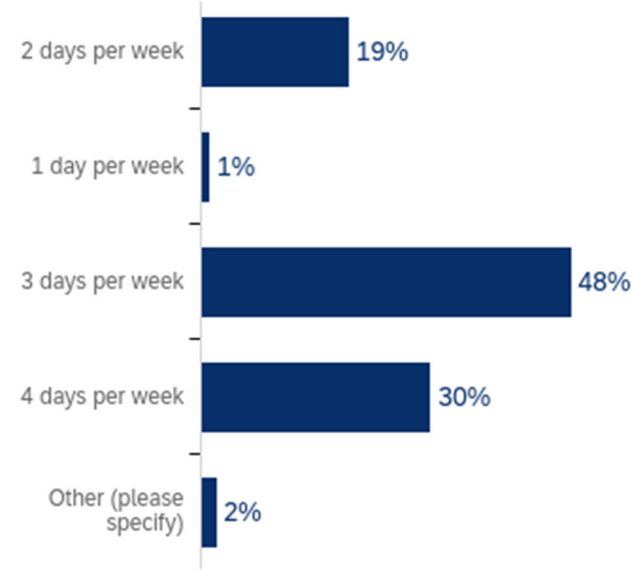
Of the 92% who were working remotely some or all of the time, 53% indicated that they would like to work remotely all of the time (daily) going forward.

42% indicated that they would like to continue to work remotely several times a week and 4% indicated that they would like to work remotely several times a month. 1% indicated that they do not want to work remotely going forward.



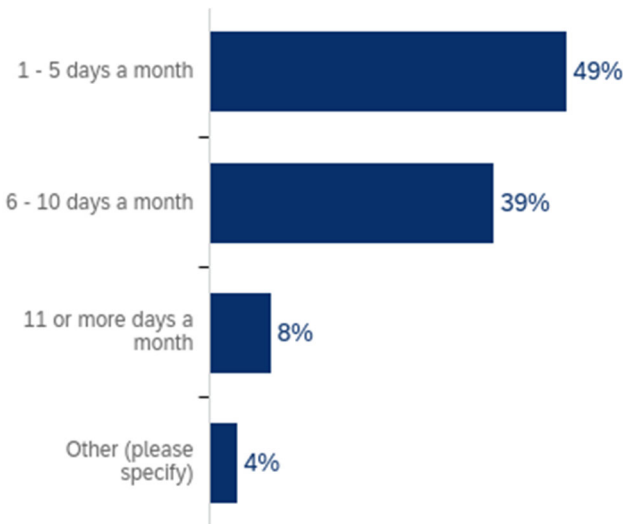
For those who would like to work remotely several days a week, the most preferred number of days a **week** to work remotely is 3 days (48%).

30% would like to work remotely 4 days a week and 19% two days a week.



For those who would like to work remotely several days a **month**, the most preferred number of days a month was 1-5 (49%).

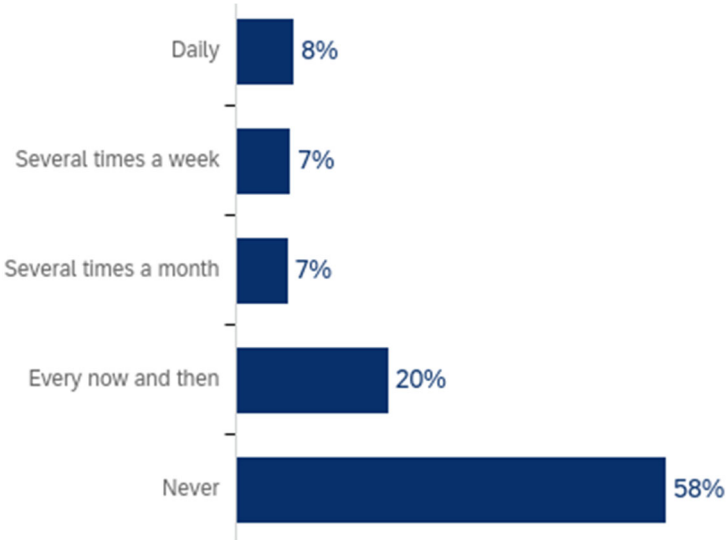
39% would like to work 6-10 days a month remotely and 8% would like to work remotely 11 or more days a month.



Frequency of Remote Working Before COVID-19

Over half of respondents (58%) never worked remotely before COVID-19.

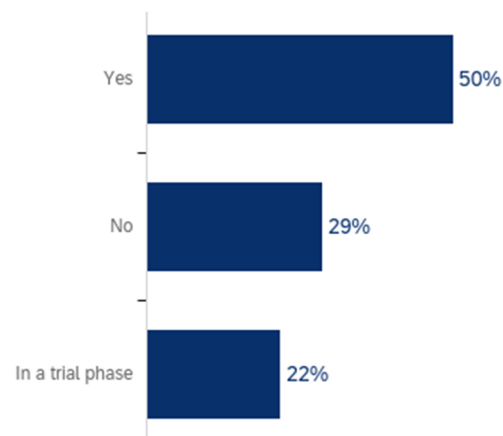
20% worked remotely every now and then; 7% worked remotely several times a month; 7% worked remotely several times a week; and 8% worked remotely on a daily basis.



Future Remote Working Patterns

Respondents were asked if their organisation has confirmed how they will work in the future.

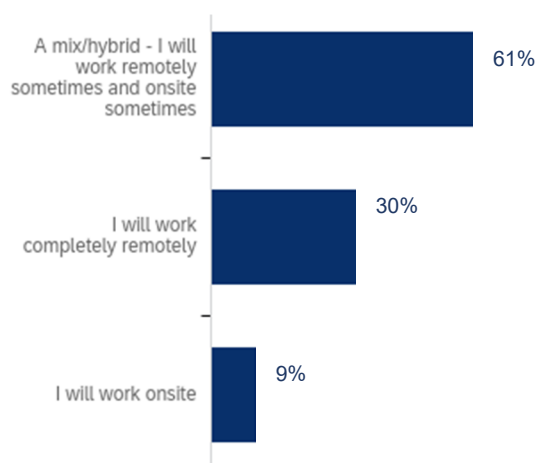
50% of respondents indicated that their organisation has confirmed how they will work in the future while 22% are in a trial phase. 29% have not yet decided on future work patterns.



Of the 50% of respondents whose organisations have confirmed their future working patterns, 61% indicated that they will work hybrid.

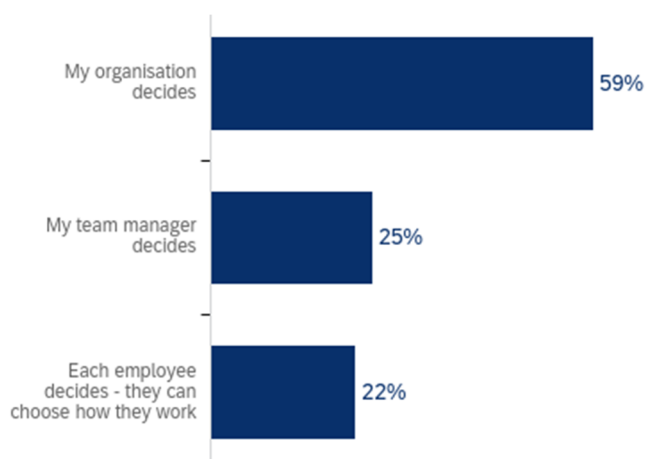
30% indicated that they will work completely remotely.

9% will work fully onsite.



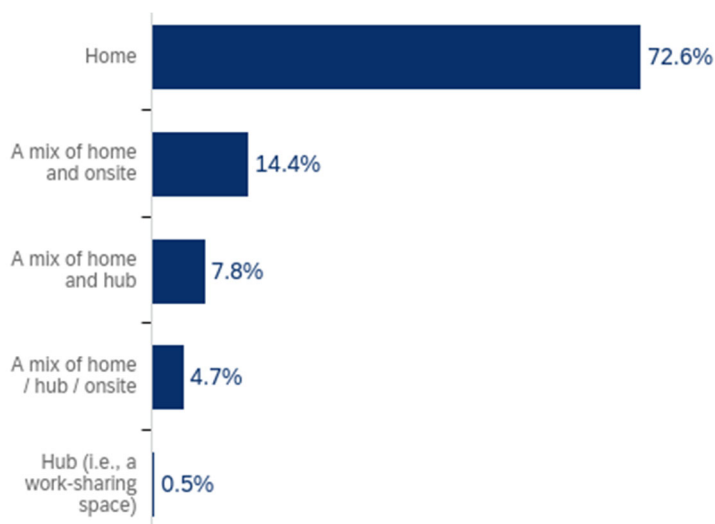
In terms of who decides future work patterns, 59% of respondents indicated that their organisation decides.

25% of respondents indicated that their team manager decides and 22% indicated that each employee can choose their work patterns.



In terms of **location**, for those who would like to work remotely:

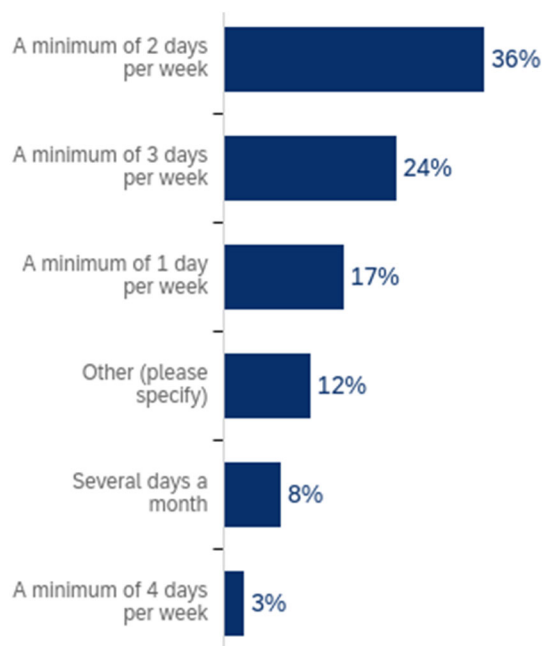
- 73% would like to work from home
- 14% would like to work a mix of from home and onsite
- 8% would like to work a mix of home and hub
- 5% would like to work a mix of home, hub and onsite
- 0.5% would like to work solely in a hub.



For the half of respondents who indicated that they will work hybrid into the future, 36% are **expected to be onsite** a minimum of 2 days a week and 24% a minimum of 3 days a week.

17% have to be onsite for a minimum of 1 day a week and 8% indicated several days a month.

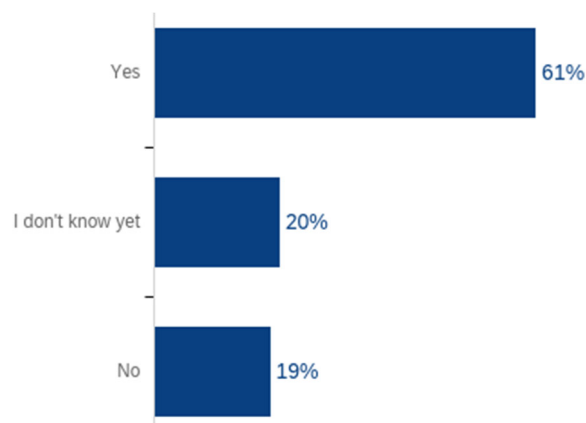
12% indicated "other". On examining the comments provided by those who selected other, the main themes that emerged included being onsite as required for certain face-to-face meetings, for creative work, as required ad hoc, as needed, depending on project requirements and for purposeful meetings. Many of those selecting "other" indicated that there was no specified minimum requirement to be onsite.



Remote Working Preference Facilitation

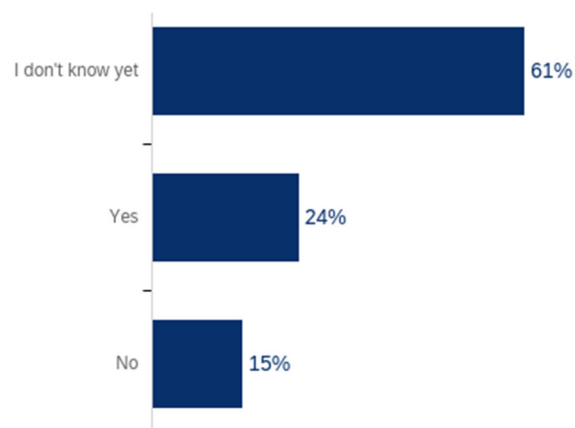
For respondents who indicated that their organisation **has decided on future work patterns**:

- 61% indicated that their future remote working preferences are being facilitated
- 19% indicated that their preferences are not being facilitated
- 20% do not know yet whether their preferences will be facilitated.



For respondents who indicated that their organisation **have not yet decided on future work patterns or only in a trial phase**:

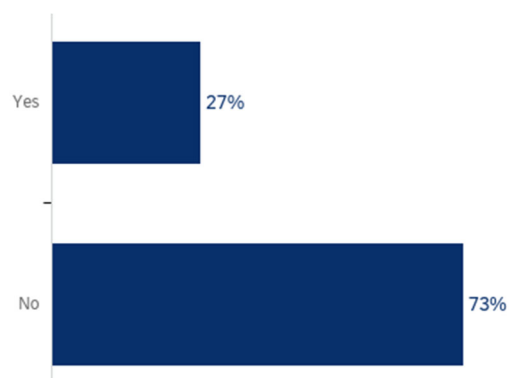
- 61% indicated that they don't know if their future remote working preferences will be facilitated
- 24% indicated that their preferences will likely be facilitated
- 15% indicated that their preferences will likely not be facilitated.



Change of Employer since Outbreak of COVID-19 and Remote Working

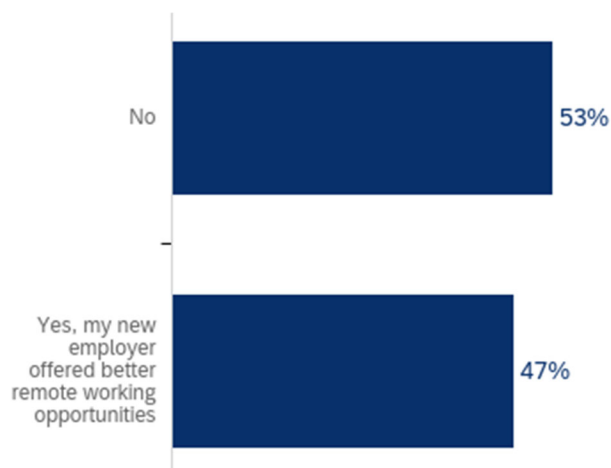
27% of respondents indicated that they have changed employer since the outbreak of COVID-19 in 2020.

73% indicated that they have not changed employer since 2020.



Of the 27% who had changed employer since the outbreak of COVID-19, 47% indicated that remote working was a key factor in their decision to change employer as their new employer offered better remote working opportunities.

53% indicated that remote working was not a key factor in changing employer.



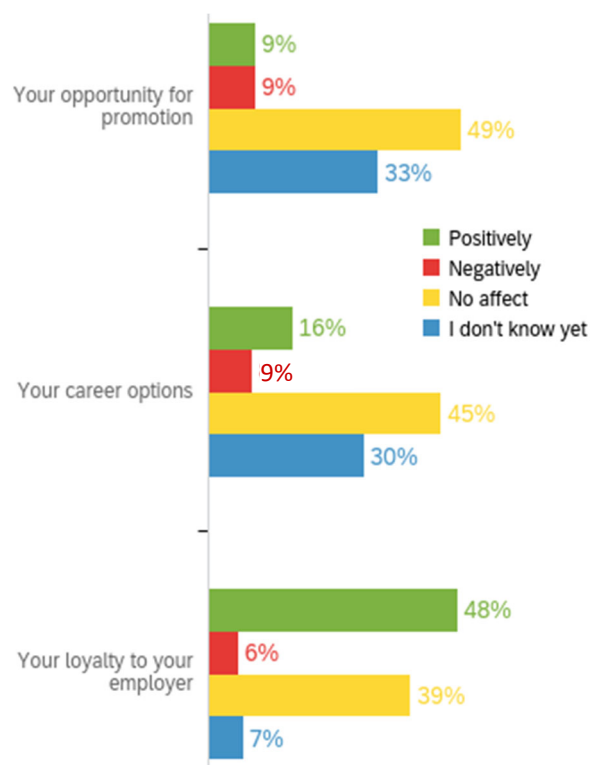
Remote Working, Job Choice and Careers

Respondents were asked how remote working affects opportunities for promotion, career options, and loyalty to their employer.

In terms of the **impact of remote working on opportunities for promotion**, the majority believe there is no impact (49%) or do not yet know the impact (33%). 9% believe there is a positive impact and 9% believe there is a negative impact.

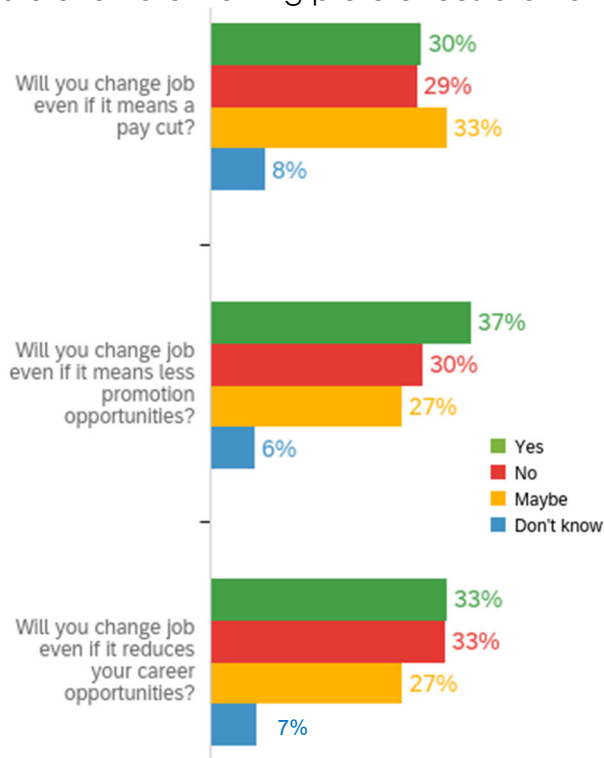
In terms of the impact of remote working on **career options**, the majority believe there is no impact (45%) or do not yet know the impact (30%). 16% believe there is a positive impact while 9% believe there is a negative impact.

In terms of how remote working affects respondents' **loyalty to their employer**, 48% indicated that remote working positively affects their loyalty, 39% report that it has no affect, and 6% indicated that it has a negative affect. 7% indicated that they don't know what affect remote working has on their employer loyalty.



Respondents were asked what they will do if their future remote working preferences are not facilitated.

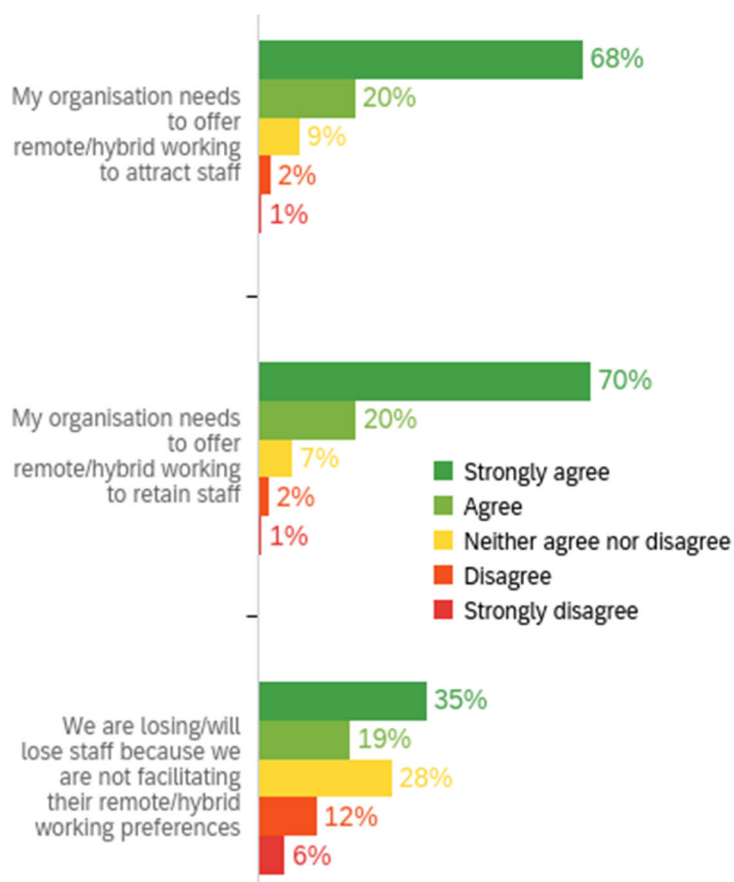
- 30% indicated that they will **change job even if it means a pay cut** and 33% said they may change job even if it means a pay cut
- 37% indicated that they will **change job even if it means less promotion opportunities** and 27% said they may change job even if it means less promotion opportunities
- 33% indicated that they will **change job even if it reduces their career opportunities** and 27% said they may change job even if it reduces their career opportunities.



Remote Working, Employee Attraction and Retention

Respondents were asked how remote working is impacting employee attraction and retention in their organisation.

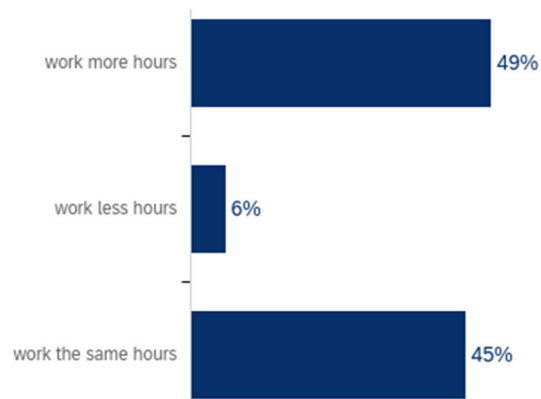
- 88% strongly agree and agree with the statement that their organisation needs to offer remote / hybrid working to **attract staff**.
- 90% strongly agree and agree with the statement that their organisation needs to offer remote / hybrid working to **retain staff**.
- 54% strongly agree and agree that their organisation is losing or **will lose staff because they are not facilitating their remote / hybrid working preferences**. 28% neither agree nor disagree and 18% disagree and strongly disagree with the statement.



Remote Working and Hours of Work

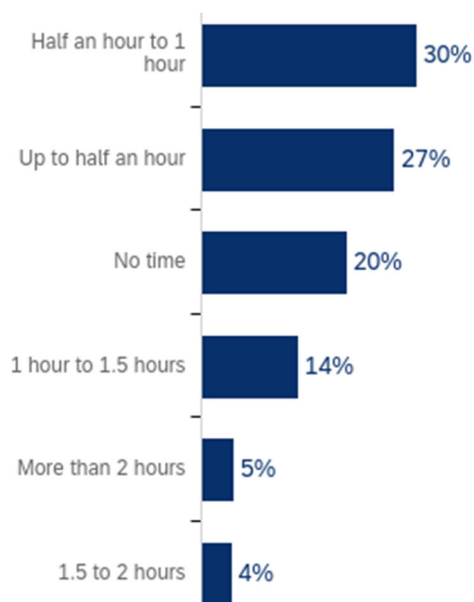
Respondents were asked about the impact of remote working compared to working onsite on their hours of work, on average.

- 49% indicated that they work more hours
- 45% indicated that they work the same hours
- 6% reported that they work less hours.



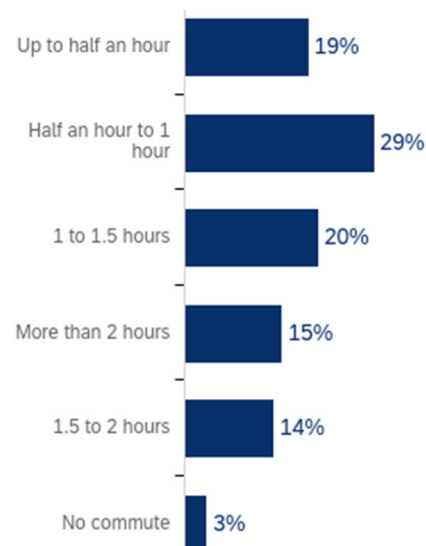
Of the time saved by not commuting when working remotely that was used to **work more hours**:

- 27% of respondents indicated they spent **up to half an hour** of their saved commute time working
- 30% of respondents indicated they spent **half an hour to an hour** of their saved commute time working
- 14% of respondents indicated they spent **1 to 1.5 hours** of their saved commute time working
- 4% of respondents indicated they spent **1.5 to 2 hours** of their saved commute time working
- 5% of respondents indicated they spent **over 2 hours** of their saved commute time working
- 20% of respondents indicated that they spent none of their saved commute time working.



Respondents were asked how long their daily commute (round trip) was before the pandemic.

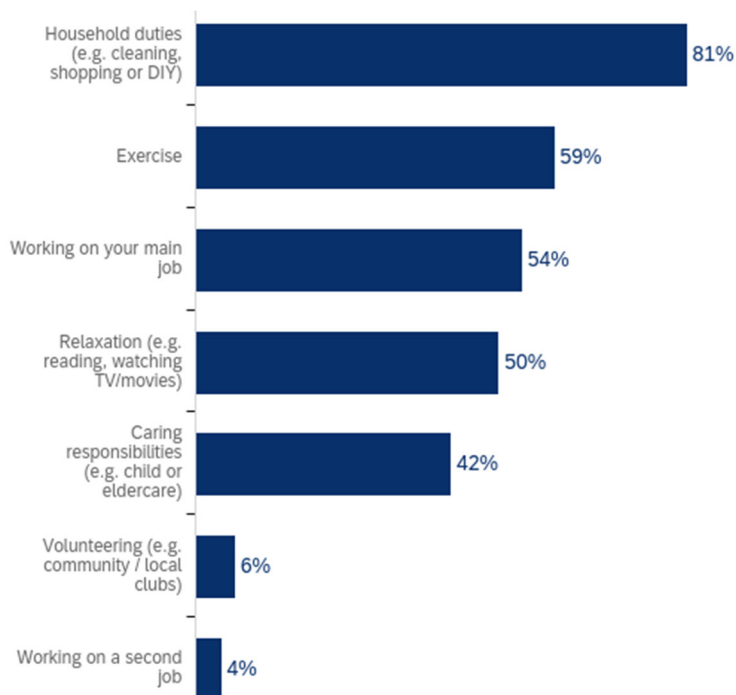
- 3% indicated they had no commute
- 19% indicated it was up to half an hour
- 29% indicated it was half an hour to 1 hour
- 20% indicated it was up 1 to 1.5 hours
- 14% indicated it was up 1.5 to 2 hours
- 15% indicated it was over 2 hours.



For the 97% of respondents who indicated they had a commute to work, they were asked how they spend the time saved by not commuting when working remotely by indicating the top 3 activities from a list of 7.

The **Top 5 activities** for which respondents spent the time saved on commuting are:

- Household duties (e.g., cleaning, shopping, DIY)
- Exercise
- Working on their main job
- Relaxation
- Caring



Note: percentages do not add to 100 as respondents were asked to choose their top 3 activities.

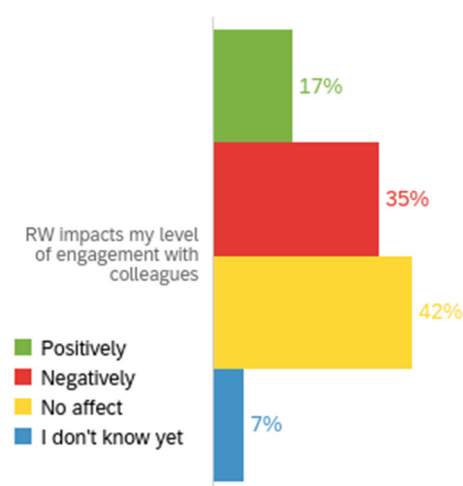
Working Remotely, Productivity and Well-being

Respondents were asked to indicate their level of agreement with a range of statements about working remotely, productivity and well-being.

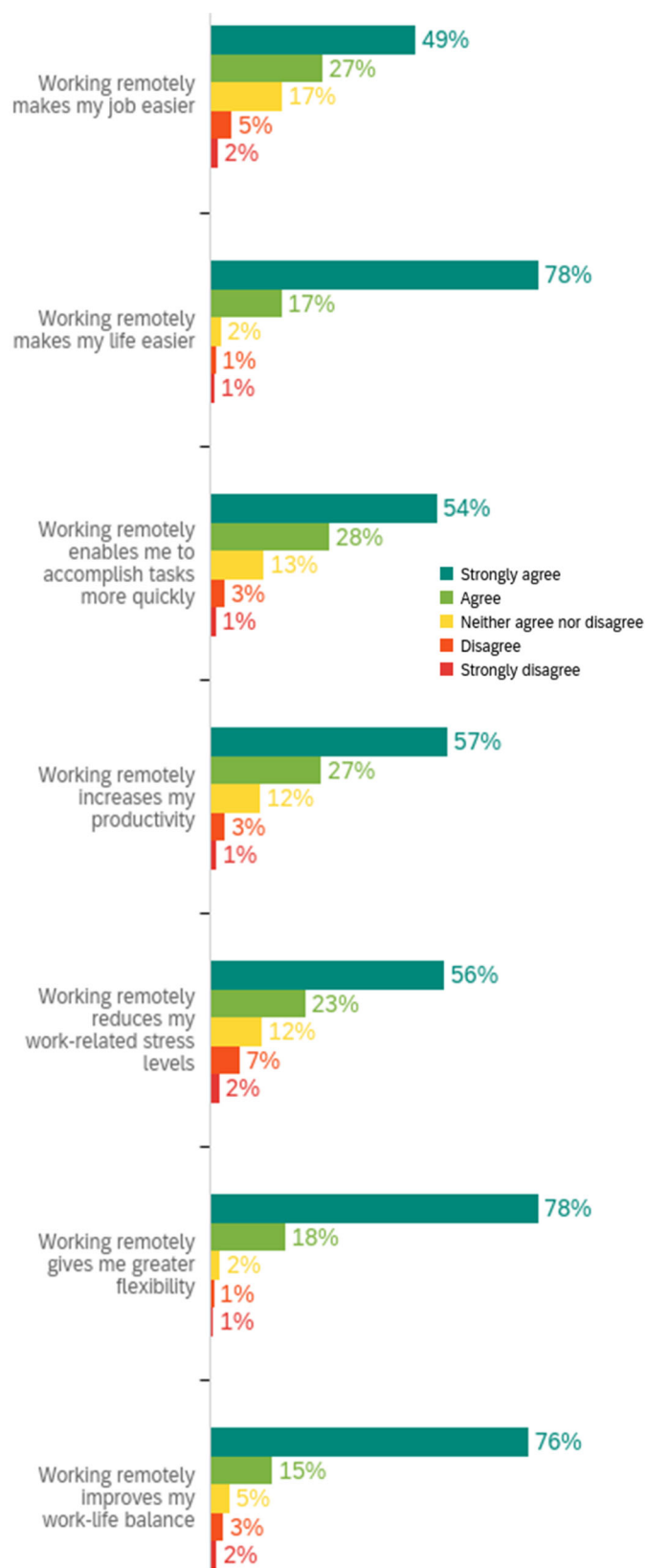
The majority of respondents strongly agreed or agreed that:

- working remotely makes their **job easier** (76%)
- working remotely makes their **life easier** (95%)
- working remotely enables them to **accomplish tasks more quickly** (82%)
- working remotely **increases** their **productivity** (84%)
- working remotely reduces work-related **stress** levels (79%)
- working remotely gives them greater **flexibility** (96%)
- working remotely improves **work-life balance** (91%).

Respondents were asked how working remotely impacts their level of engagement with their colleagues.



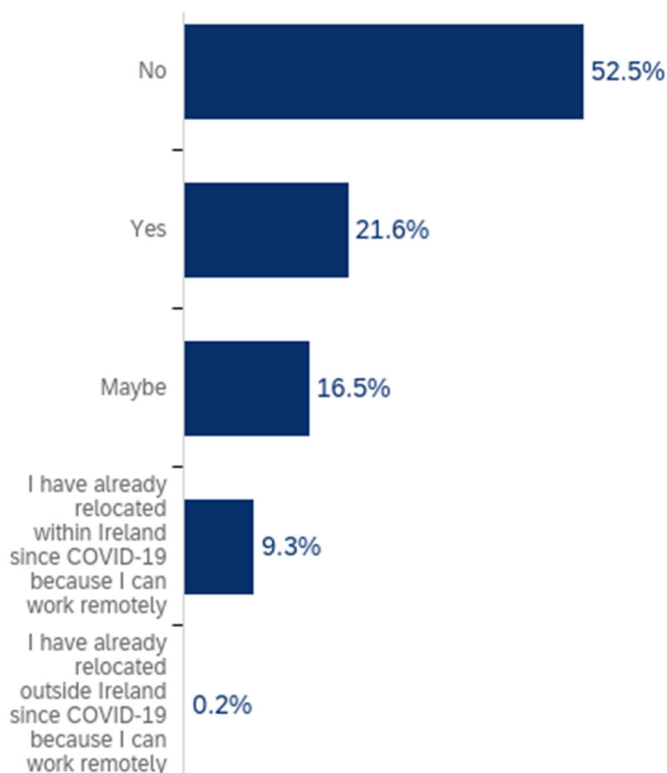
42% indicated it had no effect and 35% indicated that it had a negative effect. 17% indicated that remote working had a positive effect on their level of engagement with colleagues.



Relocation and Remote Working

Respondents were asked if they would consider relocating to another location due to their experience of remote working since COVID-19.

- 52.5% indicated that they would not consider relocating
- 21.6% said they would consider relocating
- 16.5% said they may consider relocating
- 9.3% indicated that they have already relocated within Ireland since COVID-19 because they can work remotely.
- 0.2% indicated that they have already relocated outside Ireland since COVID-19 because they can work remotely.



Respondents who indicated **they have already relocated within Ireland (9.3%)** since COVID-19 because they can work remotely were asked where they relocated from and where they relocated to.

Already Relocated: Regional Analysis

relocated from (top 3 Regions):

Dublin	63.4%
Mid-East: Kildare, Louth, Meath, Wicklow	10.1%
West: Galway, Mayo, Roscommon	8.7%

relocated to (top 3 Regions):

West: Galway, Mayo, Roscommon	19.4%
Mid-East: Kildare, Louth, Meath, Wicklow	17.6%
South-West: Cork, Kerry	13.7%

Already Relocated: County Analysis**relocated from** (top 10 counties):

Dublin	63.4%
Cork	7.7%
Galway	7.4%
Kildare	4.9%
Meath	2.1%
Wicklow	2.1%
Limerick	1.9%
Louth	1.0%
Mayo	1.0%
Westmeath	1.0%

relocated to (top 10 counties):

Galway	11.2%
Cork	8.9%
Kildare	7.7%
Dublin	6.4%
Mayo	5.4%
Kerry	4.8%
Clare	4.4%
Donegal	4.4%
Limerick	4.1%
Wicklow	3.9%

Respondents who indicated **they are considering (21.6%) or may consider (16.5%) relocating** due to their experience of remote working since COVID-19 were asked where they would consider **relocating to** and the following were the top choices:

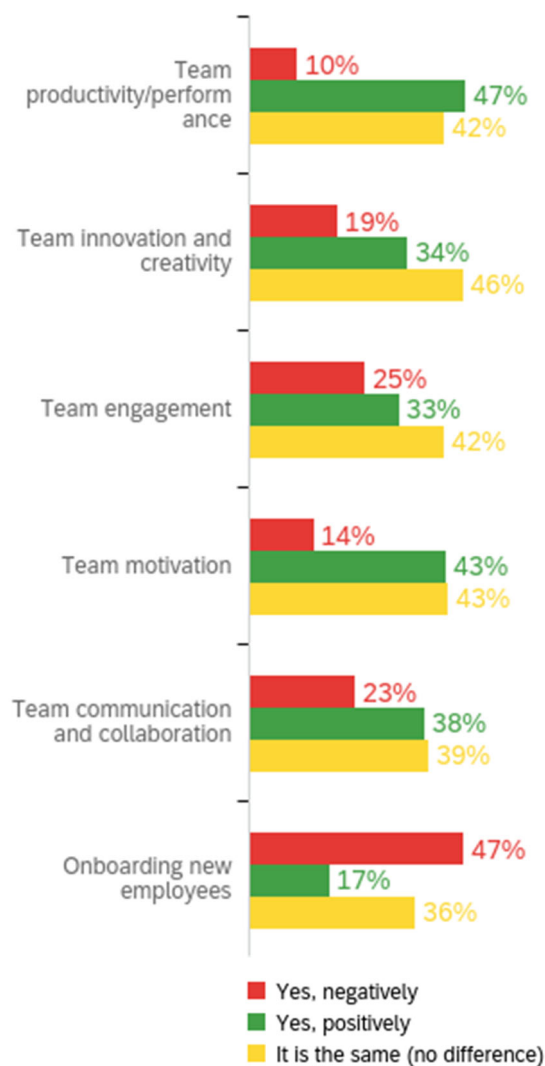
Relocation: County Analysis

Outside Ireland	16.8%
Galway	10.1%
Cork	9.2%
Wicklow	5.9%
Kerry	5.8%
Wexford	5.7%
Dublin	5.5%
Kildare	4.6%
Waterford	3.8%
Clare	3.8%
Donegal	3.7%
Mayo	3.6%

Managing a Hybrid or Remote Team

2,777 respondents indicated that they had people management responsibilities (i.e., that they had employees reporting into them as a people leader, manager or supervisor). These respondents were asked how hybrid working impacts team management.

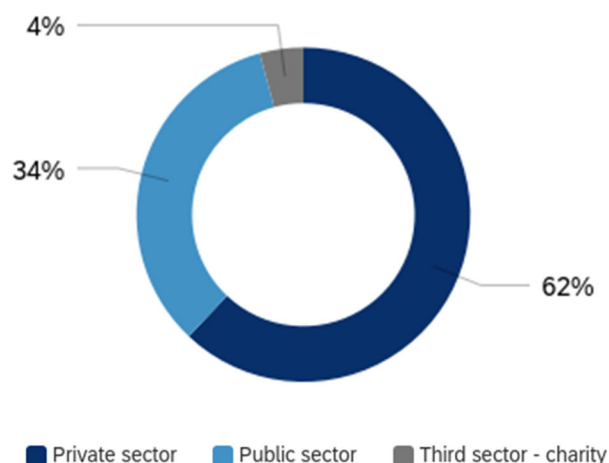
- 47% indicated that working remotely / hybrid has a positive impact on **team productivity / performance**; 42% indicated it makes no difference; and 10% indicated it has a negative impact
- 46% indicated that working remotely / hybrid makes no difference to **team innovation and creativity**; 34% indicated it has a positive impact; and 19% indicated it has a negative impact
- 42% indicated that working remotely / hybrid makes no difference to **team engagement**; 33% indicated it has a positive impact; and 25% indicated it has a negative impact
- 43% indicated that working remotely / hybrid makes no difference to **team motivation**; 43% indicated it has a positive impact; and 14% indicated it has a negative impact
- 39% indicated that working remotely / hybrid makes no difference to **team communication and collaboration**; 38% indicated it has a positive impact; and 23% indicated it has a negative impact
- 47% indicated that working remotely / hybrid makes has a negative impact on **onboarding new employees**; 36% indicated that it makes no difference; and 17% indicated it has a positive impact.



Demographics and Respondent Profile

Sector

- 62% of respondents work in the private sector
- 34% of respondents work in the public sector
- 4% of respondents work in the third sector



Industry

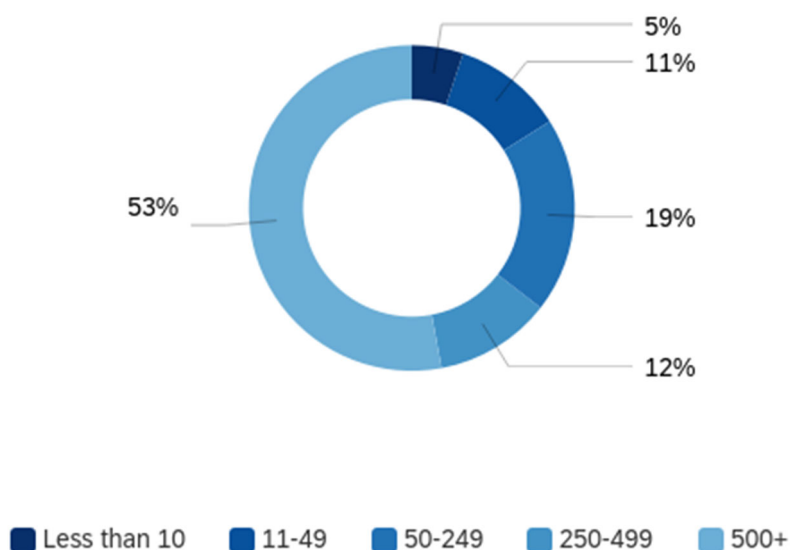
The following table sets out the percentage of respondents working across different industry categories.

1	Administrative and support services including travel agents	4.6%
2	Agriculture, forestry and fishing	1.0%
3	Arts, entertainment and recreation including sport	1.3%
4	Construction	2.3%
5	Education	9.6%
6	Financial, banking and insurance activities	14.7%
7	Health and social work activities	5.3%
8	Hospitality (accommodation, hotels, restaurants and food service)	0.5%
9	Information, communication and telecommunications	18.3%
10	Manufacturing	4.4%
11	Mining and quarrying	0.0%
12	Professional, scientific and technical activities including consulting	9.9%
13	Public and civil service administration and defence	12.2%
14	Real estate activities	0.5%
15	Retail and wholesale (clothes, goods, motor etc.)	1.9%
16	Transportation, postage, courier and storage	1.4%
17	Utilities (electricity, gas, water supply; sewerage, waste management)	1.5%
18	Other	10.7%

Organisation Size

Respondents were asked to indicate the number of employees in their organisation:

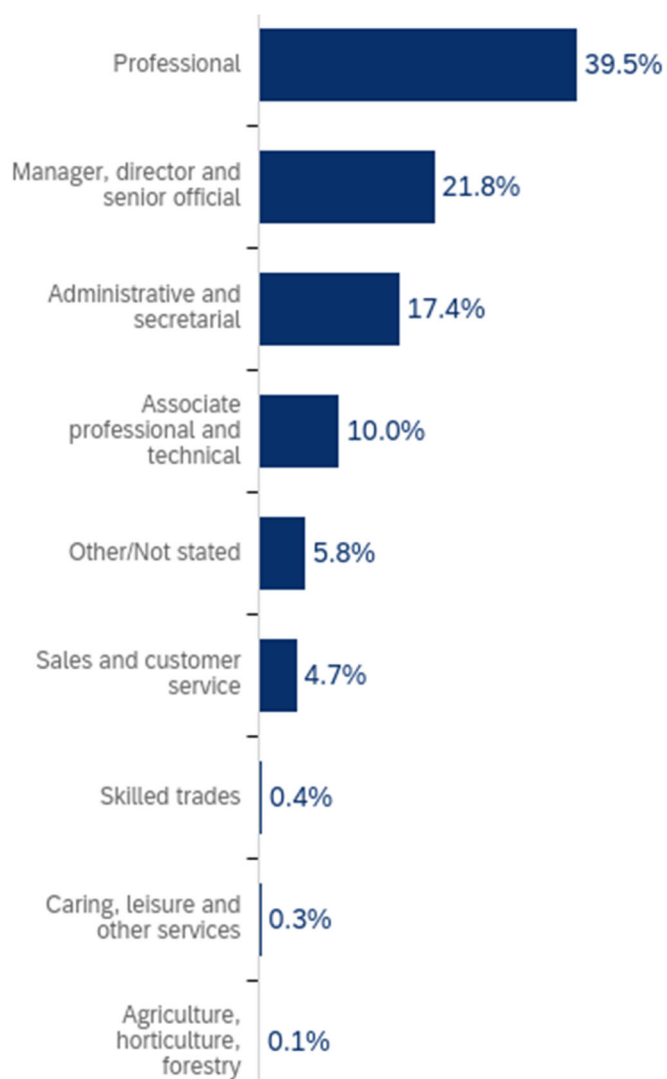
- 53% worked in organisations with 500 or more employees
- 12% worked in organisations with 250-499 employees
- 19% worked in organisations with 50-249 employees
- 11% worked in organisations with 11-49 employees
- 5% worked in organisations with 10 employees or less.



Occupation

The majority of respondents described themselves as professionals (39.59%).

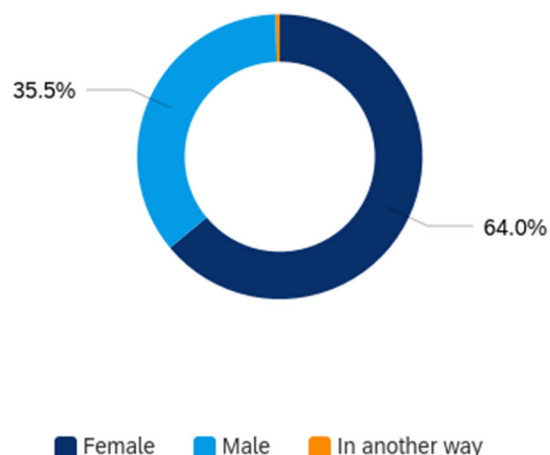
Managers, directors and senior officials were the second highest occupational category (21.8%) followed by administrative and secretarial (17.4%).



Gender

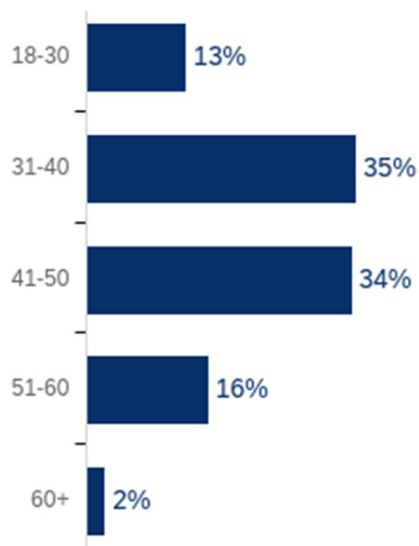
Respondents were asked how they would describe their gender.

- 64% were female
- 35.5% were male
- 0.5% describe themselves in another way.



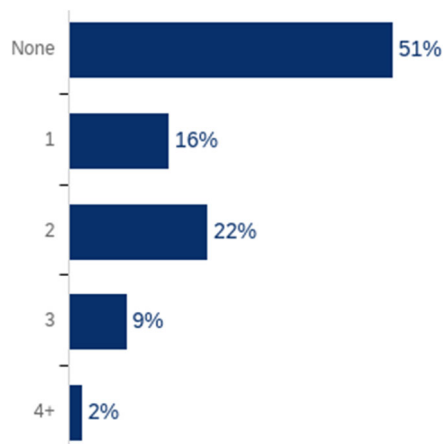
Age

13% were aged between 18-30
 35% were aged between 31-40
 34% were aged between 41-50
 16% were aged between 51-60
 2% were aged over 60

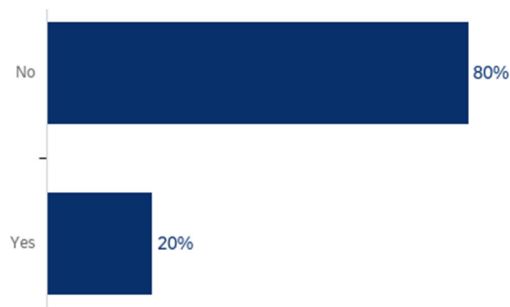


Dependent Children & Eldercare Responsibilities

51% had no dependent children living with them, 16% had one child, 22% had two children, 9% had three, and 2% had four or more children living with them.

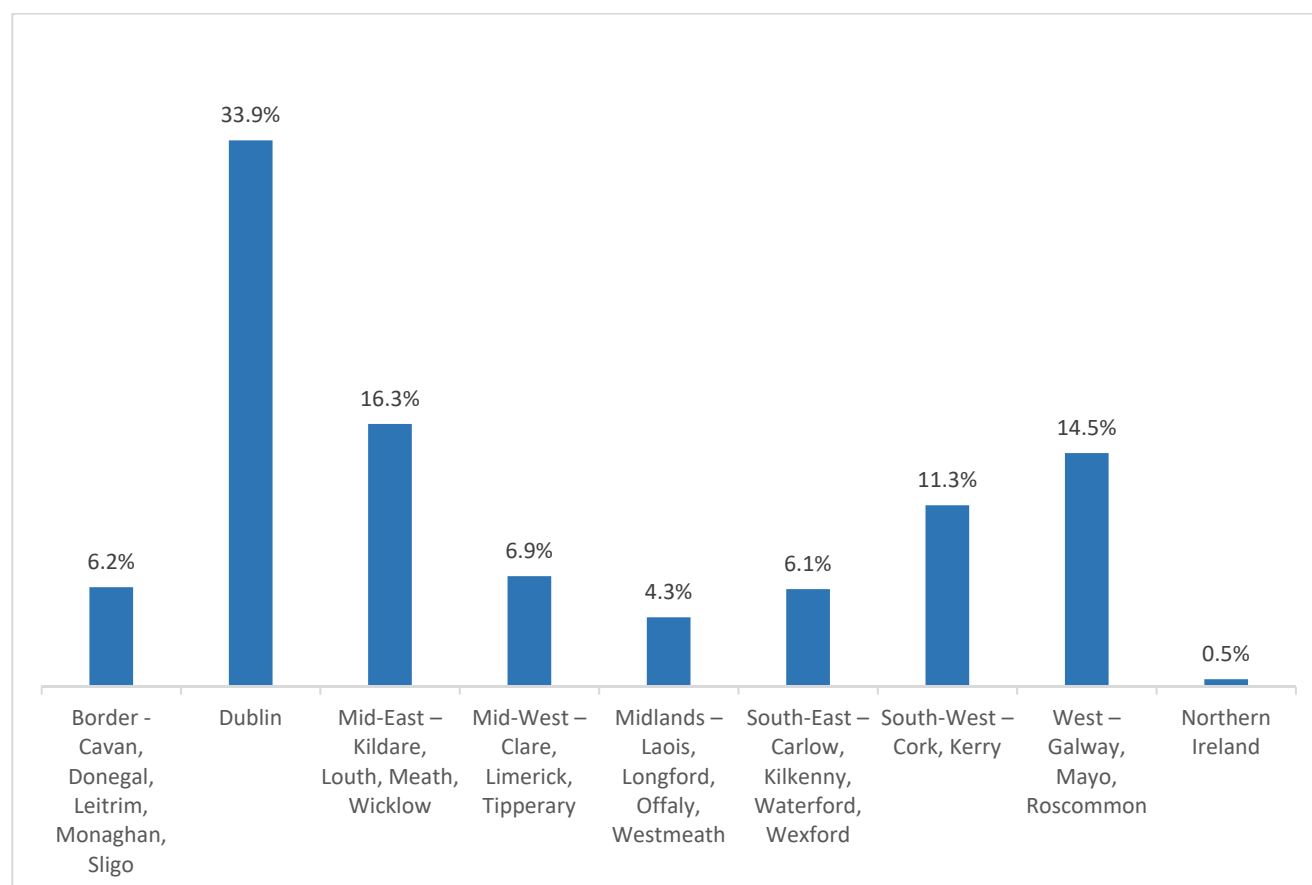


80% had no elder care responsibilities and 20% had elder care responsibilities.



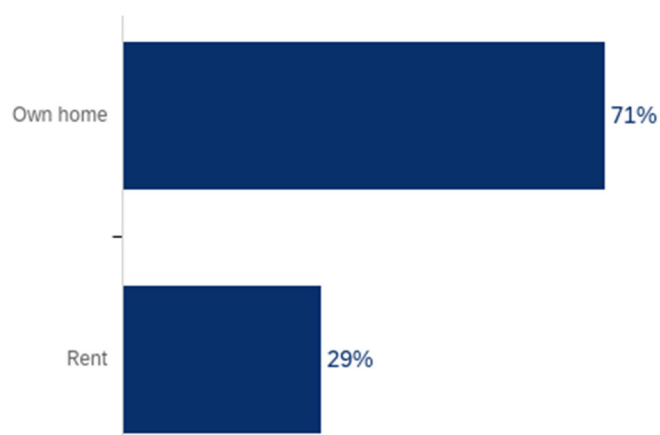
Region

The figure below presents the regions where respondents were living.



Home Rental or Ownership

The figure below indicates if respondents were renting or owned their homes.



Appendix: Additional Analysis & Statistics for Future Remote Working Patterns

Cross-tab of Future Remote Working Pattern and Previous Remote Working Experience

		How frequently did you work remotely before the outbreak of COVID-19?					
		Total	Daily	Several times a week	Several times a month	Every now & then	Never
How will you work going forward?	I will work completely remotely	30%	74%	36%	31%	25%	22%
	A mix/hybrid - I will work remotely sometimes and onsite sometimes	61%	24%	63%	66%	71%	64%
	I will work onsite	9%	3%	1%	3%	4%	14%

Cross-tab of Future Remote Working Pattern and Sector

		Sector			
		Total	Private sector	Public sector	Third sector - charity
How will you work going forward?	I will work completely remotely	30%	36%	11%	28%
	A mix/hybrid - I will work remotely sometimes and onsite sometimes	61%	58%	75%	65%
	I will work onsite	9%	6%	14%	7%

Cross-tab of Future Remote Working Pattern and Gender

		Gender			
		Total	Female	Male	In another way
How will you work going forward?	I will work completely remotely	30%	27%	37%	45%
	A mix/hybrid - I will work remotely sometimes and onsite sometimes	61%	63%	59%	35%
	I will work onsite	9%	10%	4%	20%

Cross-tab of Future Remote Working Pattern and Age

		Age					
		Total	18-30	31-40	41-50	51-60	60+
How will you work going forward?	I will work completely remotely	30%	36%	32%	30%	27%	28%
	A mix/hybrid - I will work remotely sometimes and onsite sometimes	61%	54%	61%	63%	64%	69%
	I will work onsite	9%	10%	7%	7%	9%	3%

Cross-tab of Future Remote Working Pattern and Dependent Children and Elder Care Responsibilities

		Children					
		Total	None	1	2	3	4+
How will you work going forward?	I will work completely remotely	30%	32%	31%	29%	29%	30%
	A mix/hybrid - I will work remotely sometimes and onsite sometimes	61%	61%	61%	62%	64%	67%
	I will work onsite	9%	7%	8%	9%	7%	2%

			Do you have eldercare responsibilities?		
			Total	No	Yes
How will you work going forward?	I will work completely remotely	30%	33%	24%	
	A mix/hybrid - I will work remotely sometimes and onsite sometimes	61%	61%	64%	
	I will work onsite	9%	7%	12%	

Cross-tab of Future Remote Working Pattern and Industry

		Industry																			
		Total	Administrative and support services including travel agents	Agriculture, forestry and fishing	Arts, entertainment and recreation including sport	Construction	Education	Financial, banking and insurance activities	Health and social work activities	Hospitality (accommodation, hotels, restaurants and food service)	Information, communication and telecommunications	Manufacturing	Mining and quarrying	Professional, scientific and technical activities including consulting	Public and civil service administration and defence	Real estate activities	Retail and wholesale (clothes, goods, motor etc.)	Transportation, postage, courier and storage	Utilities (electricity, gas, water supply; sewerage, waste management)	Other	
How will you work going forward?	I will work completely remotely	30%	26%	21%	41%	21%	18%	22%	21%	19%	49%	18%	0%	38%	7%	30%	17%	6%	16%	38%	
	A mix/hybrid - I will work remotely sometimes and onsite sometimes	61%	54%	67%	56%	64%	61%	74%	65%	56%	47%	74%	100%	58%	85%	60%	76%	77%	82%	51%	
	I will work onsite	9%	20%	13%	3%	14%	21%	3%	14%	25%	4%	9%	0%	4%	8%	10%	7%	17%	2%	10%	



Cross-tab of Future Remote Working Pattern and Region

			Region									
			Total	Border – Cavan, Donegal, Leitrim, Monaghan, Sligo	Midlands – Laois, Longford, Offaly, Westmeath	West – Galway, Mayo, Roscommon	Dublin	Mid-East – Kildare, Louth, Meath, Wicklow	Mid-West – Clare, Limerick, Tipperary	South-East – Carlow, Kilkenny, Waterford, Wexford	South-West – Cork, Kerry	Northern Ireland
How will you work going forward?	I will work completely remotely	30%	43%	23%	26%	36%	33%	38%	43%	40%	31%	
	A mix/hybrid - I will work remotely sometimes and onsite sometimes	61%	47%	70%	67%	56%	59%	62%	48%	51%	60%	
	I will work onsite	9%	10%	6%	7%	9%	8%	0%	10%	9%	9%	

References

McCarthy, A., Ahearne, A., Bohle Carbonell, K., Ó Síocháin, T. and Frost, D. (2020). **Remote Working During COVID-19: Ireland's National Survey Initial Report**. Galway, Ireland: NUI Galway Whitaker Institute & Western Development Commission. ISBN: 978-1-908358-79-0.

McCarthy, A., O'Connor, N., Ó Síocháin, T. and Frost, D. (2021). **Remote Working: Ireland's National Survey - Phase III Report**. Galway, Ireland: NUI Galway Whitaker Institute & Western Development Commission. ISBN: 978-1-908358-92-9.

