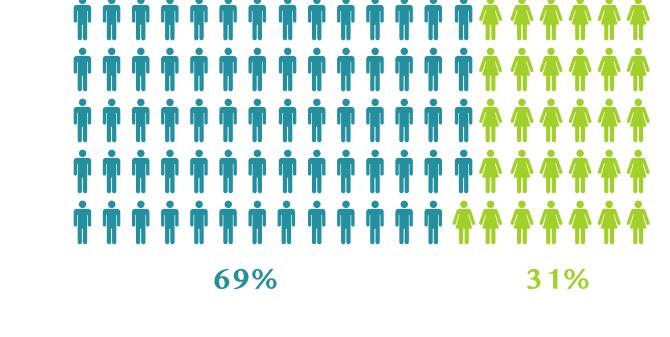
### Gender inequality in the chef profession in Ireland



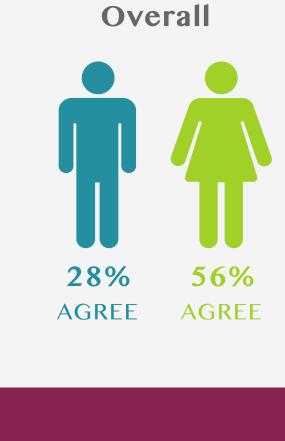
A PhD research project supported by the Step up to the Plate an online Survey conducted in 2016 and weighted with variable 'gender' from the most recent Central Statistics Office (CSO) 2016 census data on chefs. Presented here are the key findings of the research.

### A male dominated profession Central Statistics Office, 2016



# Perceptions of gender inequality

Does gender inequality exist in the chef profession?



#### of inequality were perceived by: Women pastry chefs 67%

The highest levels

- Women working in hotels kitchens 64%



26.3

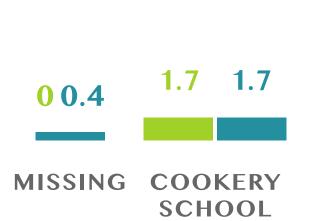
# The extent of the problem

#### women chefs work? Over 90% of chefs work in industrial, casual dining,

hotel, and fine dining kitchens

Where do men and

- The majority of women work in lower grade kitchens.
- Men are more evenly spread across all four main kitchens.
- Men dominate in fine dining and hotels kitchens.
- 5.0



18.8



roles in kitchens?



3.0 **CAFE** 

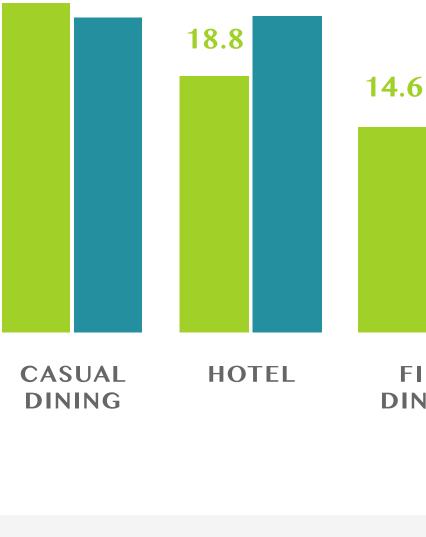
8.8



20.3

20.3

26.8



22.5

14.2

- female 'chef de partie', industrial catering kitchen

pay pathways

More commitment to gender

Chef Network Ireland has

taken a positive step and

membership.

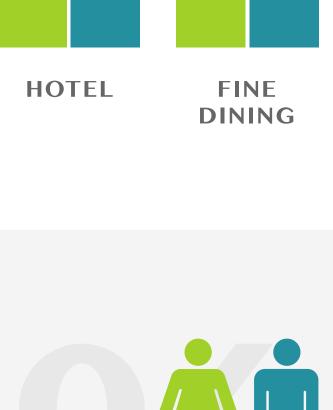
introduced a voluntary code

of conduct for chefs within it

balance on panels.

23.3

24.3 22.9



15.7

13.6

#### The majority of women work in low grade chef roles, feminine pastry chefs and low status kitchen manager leadership roles.

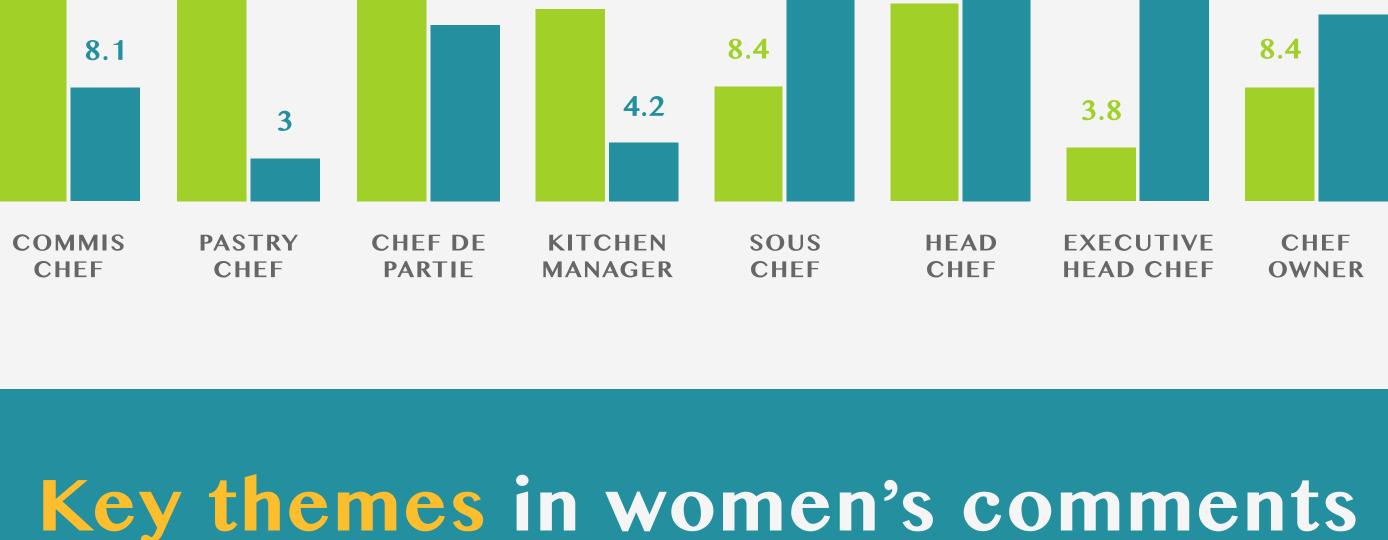
What are men and women

hierarchy and increasingly in elite fine dining and hotel kitchens.

Men dominate in all leadership roles in the chef

17.6 15.1 13.8 12.7

promotion pathways



## **IMPACT OF FAMILY ROLES ON CAREER PROGRESSION**

THE EXISTENCE OF A MISOGYNISTIC CULTURE & NEGATIVE

leave the profession over constant sexual harassment and degradation of women in the kitchen as less than men, less capable, less intelligent, less hard, less qualified.

As a female chef you are seen from the outset as less capable...feminine female

chefs are stereotyped as pastry chefs...lots of extremely talented chefs in Ireland

The key factors that contribute to gender inequality **UNEQUAL PAY UNEQUAL PROMOTIONS** Lack of transparent Lack of transparent



#### **CODE OF CONDUCT FOR CHEFS BETTER MEDIA COVERAGE**

Steps forward



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In full service casual dining

women head chefs than in

hotels & fine dining kitchens,

including women with children.

kitchens there are more

In recent years culinary

coverage of female chefs at

every level in the profession.

media have increased