

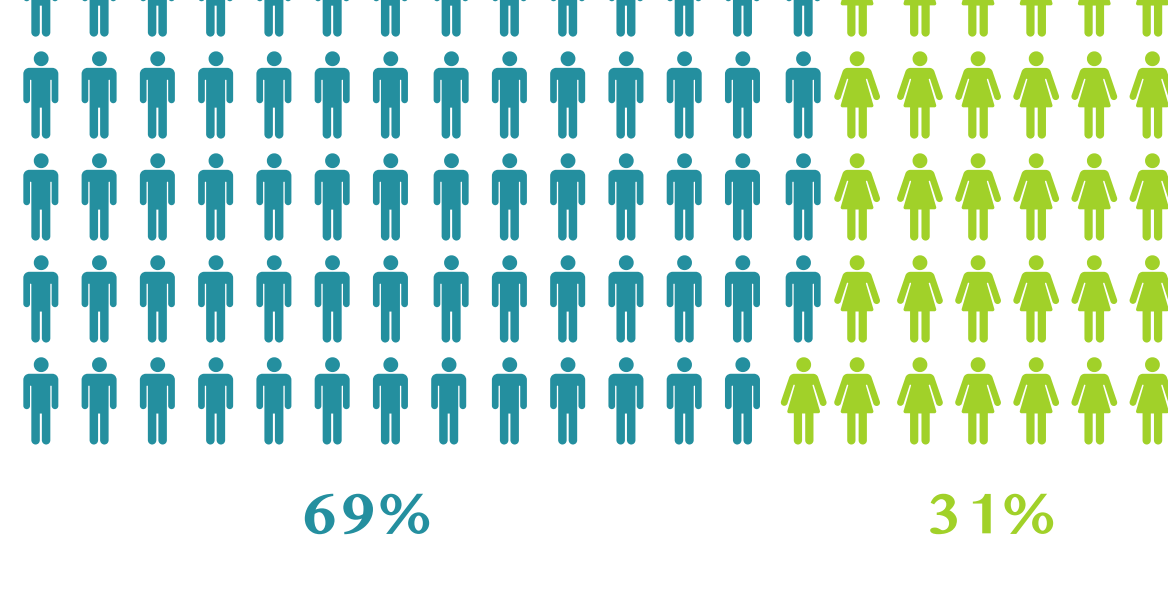
# Gender inequality in the chef profession in Ireland



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.

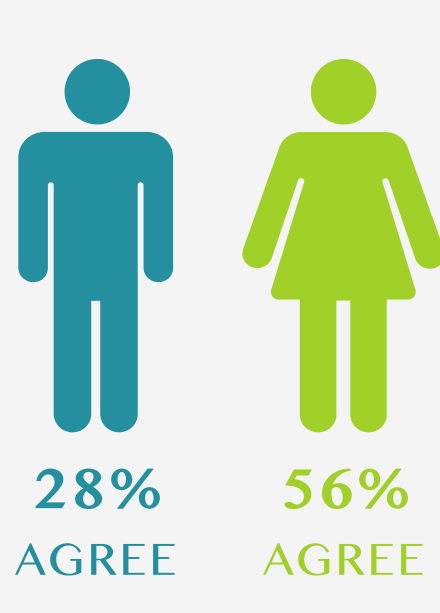
## A male dominated profession

Central Statistics Office, 2016



## Perceptions of gender inequality

Does gender inequality exist in the chef profession?



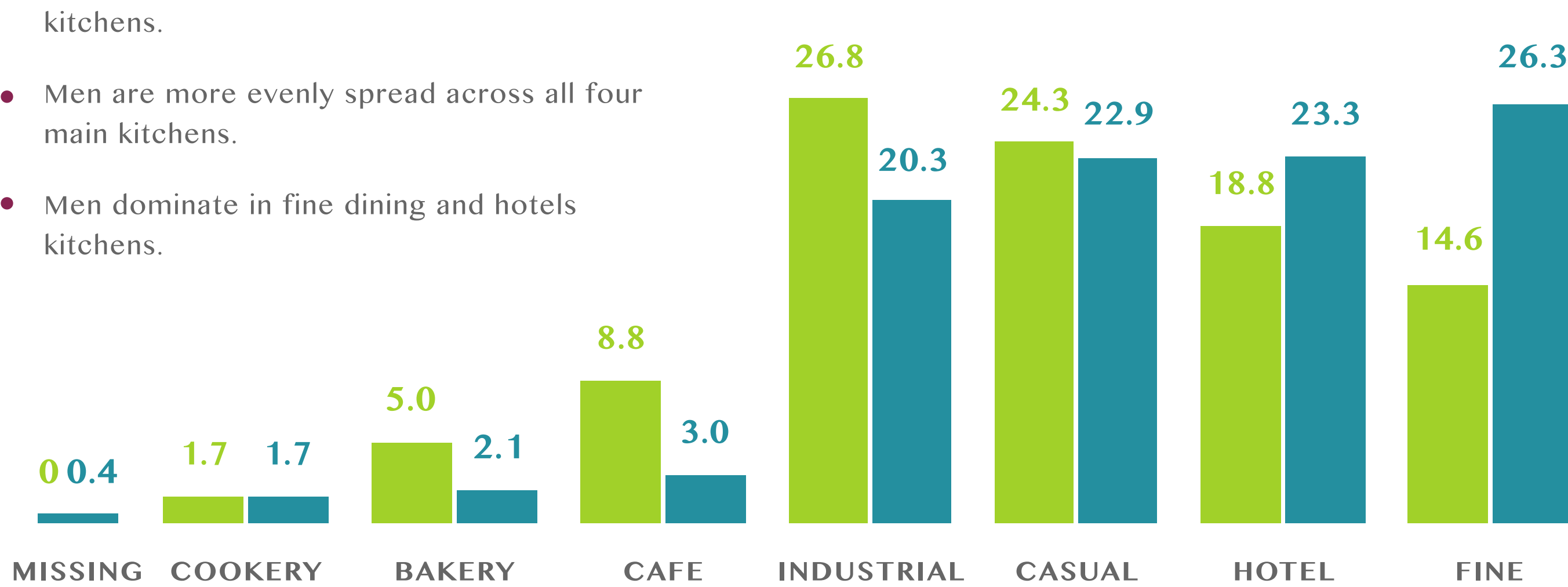
The highest levels of inequality were perceived by:

- Women pastry chefs 67%
- Women working in hotels kitchens 64%

## The extent of the problem

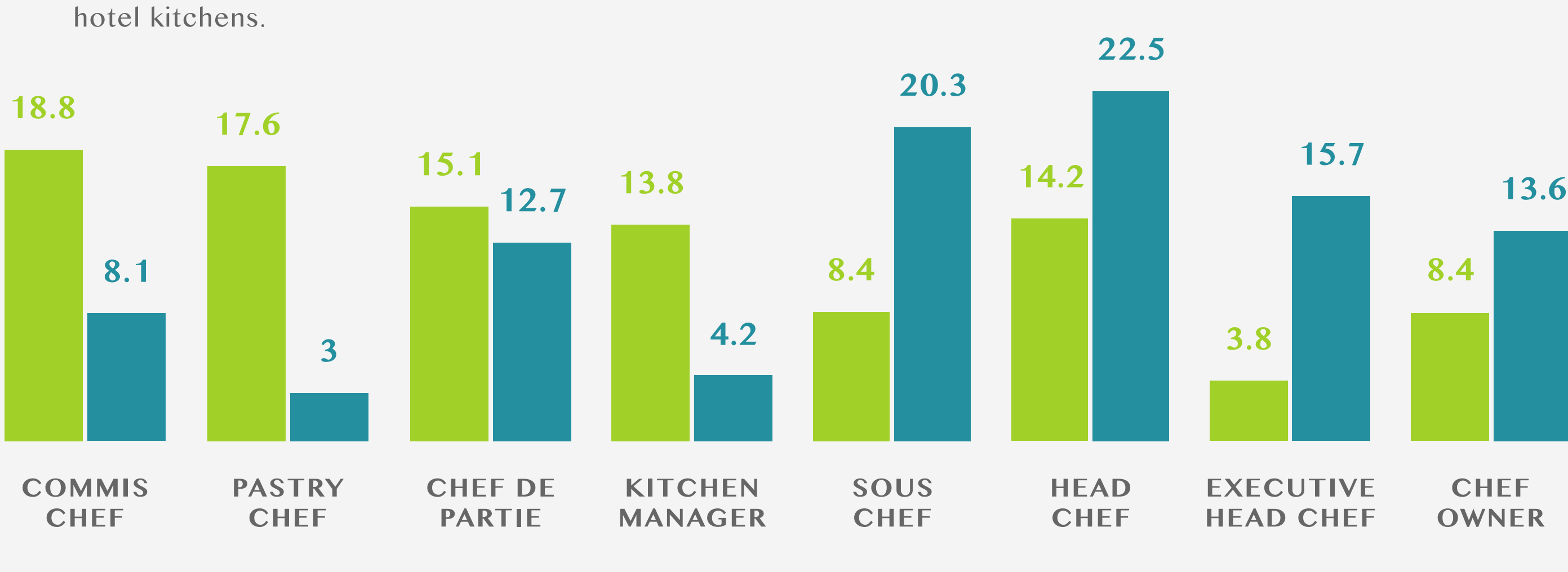
### Where do men and women chefs work?

- Over 90% of chefs work in industrial, casual dining, hotel, and fine dining kitchens
- 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.



### What are men and women roles in kitchens?

- The majority of women work in low grade chef roles, feminine pastry chefs and low status kitchen manager leadership roles.
- Men dominate in all leadership roles in the chef hierarchy and increasingly in elite fine dining and hotel kitchens.



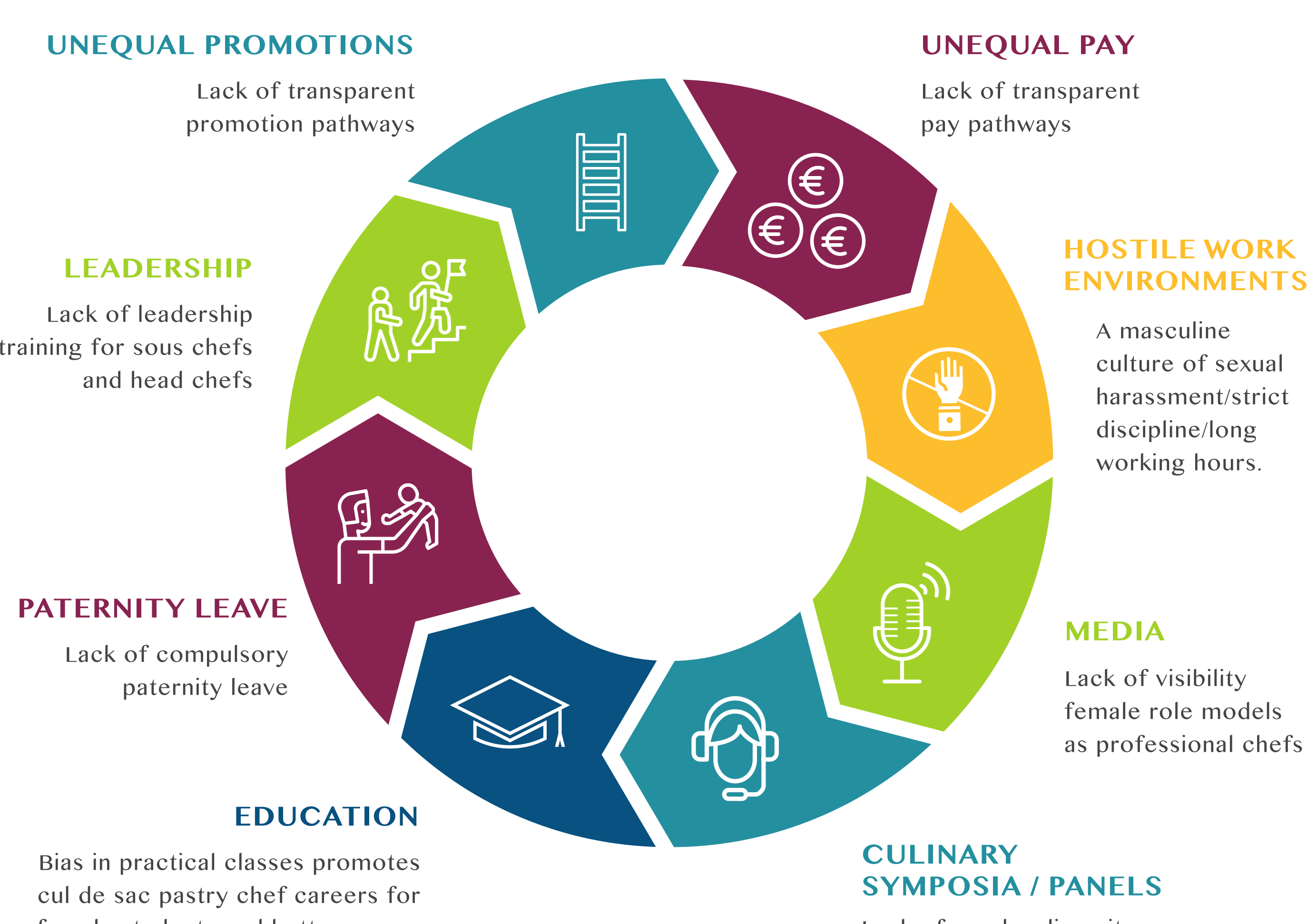
## Key themes in women's comments

THE EXISTENCE OF A MISOGYNISTIC CULTURE & NEGATIVE IMPACT OF FAMILY ROLES ON CAREER PROGRESSION

“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 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.

- female 'chef de partie', industrial catering kitchen

## The key factors that contribute to gender inequality



## Evidence of progress



## Steps forward

