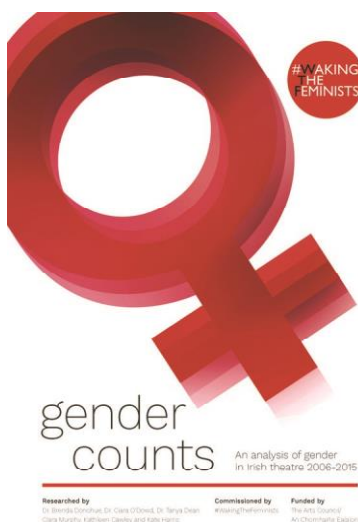


Answer **all** questions in this section. Answer in the space provided.

### Document A

Below is an extract from the Executive Summary of the report, “*Gender Counts: An analysis of gender in Irish theatre 2006-2015*”, published by Dr. Brenda Donohue. The report was funded by the Arts Council of Ireland and looked into gender bias in favour of men in the Abbey Theatre’s productions during the Commemorative year of 2016.

### Executive Summary



It is evident from the statistical analysis carried out in this study that Irish theatre has a significant gender problem. This research focuses on ten of the top Arts Council-funded organisations that produce or present theatre in Ireland.

We collected data on 1,155 productions and counted 9,205 individual roles. There were a number of key findings. The four highest-funded organisations in our sample have the lowest female representation. Looking at the first eight sampled organisations, there is a general pattern of an inverse relationship between levels of funding and female representation. In other words, the higher the funding an organisation receives, the lower the female presence in these roles.

The gap to achieving gender parity ranges between 41 and 8 percentage points in the roles studied. The overall percentages of female representation in each category are as follows: Directors 37%, Authors 28%, Cast 42%, Set Designers 40%, Lighting Designers 34%, Sound Designers 9%, Costume Designers 79%.

Women are poorly represented in six of the seven roles studied; i.e., in every role except costume designer. Only 28% of authors employed are women. The role of sound designer has the lowest percentage of female workers with only 9% of women working in that role. Women are most represented in The Ark [Dublin], Rough Magic Theatre Company [Galway] and Dublin Fringe Festival. Women are least represented at the Gate Theatre [Dublin] and the Abbey Theatre [Dublin].

### Sampling Method

Given the financial and time-commitment constraints the research team faced, a decision was made to study a small sample of organisations. The central research motivation focused on the relationship between public funding, in this case Arts Council-funding and gender representation in organisations in receipt of that funding. It was reasoned that if a theatre company was privately funded and employed predominantly one gender, there was little the public could do about it.

However, public funding, such as Arts Council-funding demands a high level of accountability. Therefore, ten of the top Arts Council-funded organisations that either present or produce theatre have been sampled. A number of key roles across all of their productions over a ten-year period (2006-2015 inclusive) were examined. In choosing these organisations, we are acutely aware that we are excluding a great number of companies who fall beyond these criteria. These are also organisations that create valuable and important work, and without whom the Irish theatre scene would be greatly impoverished.

## Document B

After the 2016 Census, the Central Statistics Office (CSO) released significant quantitative data across a wide range of areas of Irish society, including employment. This helps to identify important gender differences in the activities of men and women. The table below illustrates the broad categories of occupation and gender participation in each category, both in overall terms and as a percentage of overall participation.

<b>Ireland: Persons in employment by occupation, 2016</b>				
<b>Broad occupational group</b>	<b>2016</b>			<b>% Women</b>
	<b>Men</b>	<b>Women</b>	<b>Total</b>	
Managers, directors and senior officials	111,600	56,900	168,500	33.8
Professionals	156,100	207,500	363,600	57.1
Associate professional and technical	135,600	97,200	232,700	41.8
Administrative and secretarial	41,300	167,200	208,500	80.2
Skilled trades	289,400	31,700	321,100	9.9
Caring, leisure and other services	26,900	136,600	163,500	83.5
Sales and customer service	60,200	103,200	163,400	63.2
Process, plant and machine operatives	131,500	21,800	153,300	14.2
Elementary	127,200	93,800	221,000	42.4
Other/not stated	11,300	8,000	19,300	41.5
<b>Total</b>	<b>1,091,000</b>	<b>923,900</b>	<b>2,014,900</b>	<b>45.9</b>

Source: CSO QNHS

In 2016, there were 923,900 women (45.9%) and 1,091,000 men (54.1%) in employment in Ireland. However, this relative gender equality is not constant across all types of occupations. While close to half of the Irish workforce is female, only a third of people in the roles of managers, directors and senior officials were women. More than half of people in professional roles were women (57.1%), and 41.8% of people who worked in associate professional and technical roles were female. However, women still make up the overwhelming majority of people employed in administrative and secretarial roles (80.2%), as well as in the caring and leisure services (83.5%).

More than a fifth (22.5%) of women in employment were in professional occupations and just under a fifth (18.1%) were in administrative and secretarial occupations. Nearly 15% of working women in 2016 had positions in the caring and leisure sectors.

Women were most notably under-represented in skilled trades, such as building and construction. 90.1% of workers in these industries were men, which equates to just over one quarter (26.5%) of the total number of men in employment in 2016. Conversely, only 14.2% of women worked in process, plant and machine roles.

**Question 2**

**(150 marks)**

(a) Based on the data provided in Document A, do you think that modern Irish society is a patriarchy?

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(b) According to Document B, in which 'occupational groups' are (i) men and (ii) women most over-represented in terms of gender participation? Give reasons why this difference might exist.

(i) \_\_\_\_\_ (ii) \_\_\_\_\_

Reason 1 \_\_\_\_\_

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Reason 2 \_\_\_\_\_

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(c) Comment on the reliability the data presented in both Document A and Document B. Justify your answer by referring to the authorship and potential bias of the reports and their relevance to policy and decision makers. (Refer to both documents in your response)

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(d) Does the data presented in Documents A and B “broadly agree” or “broadly disagree” about the gendered nature of employment in Irish society?

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(e) Explain how and why data summaries are important components of the research and reporting process. Justify your answer with reference to both Document A and Document B as well as your wider learning in Politics and Society.

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(f) Drawing on both Document A and Document B and your wider learning in Politics and Society, do you agree with the following statement from Leo Varadkar? Justify your answer.

