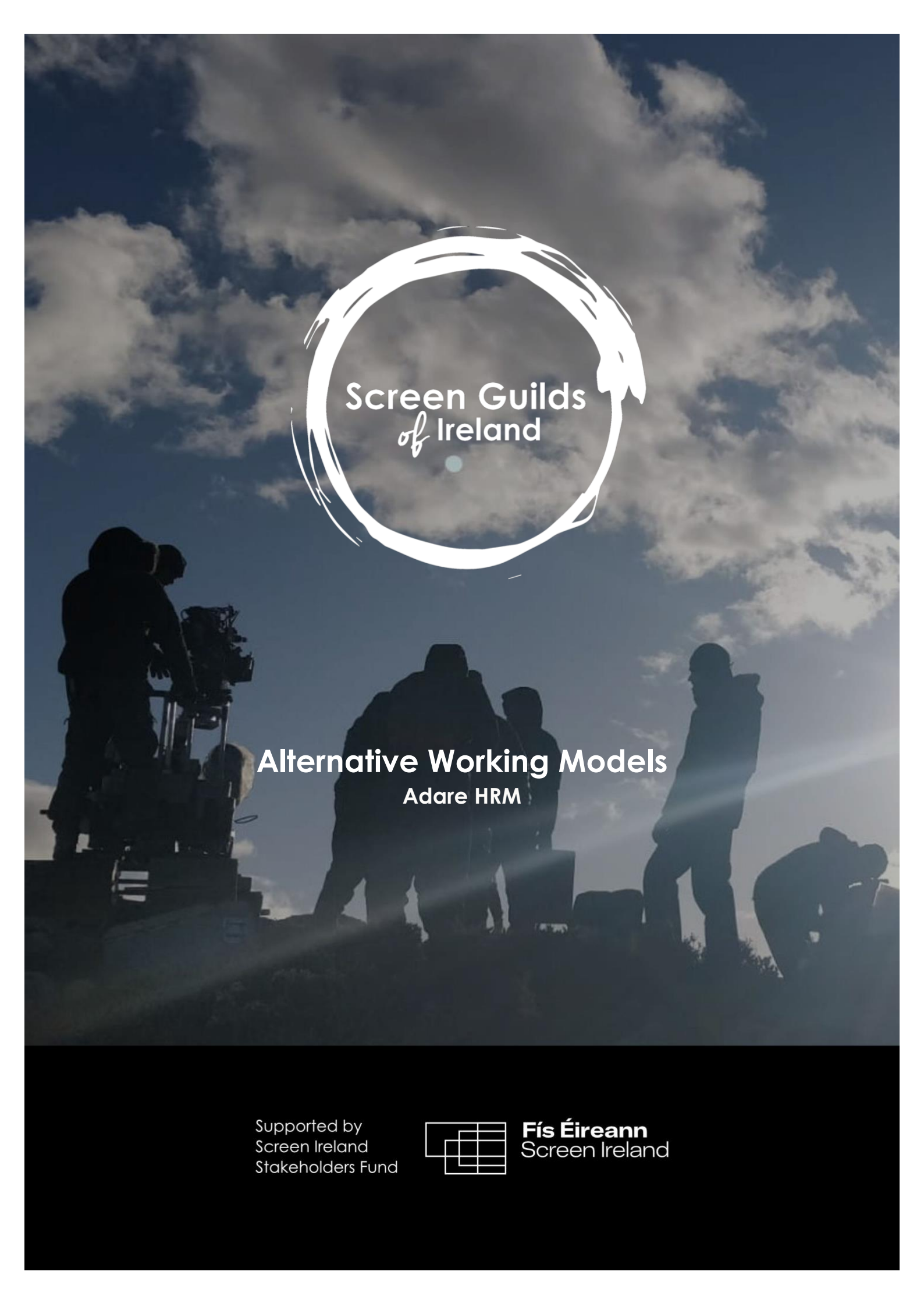


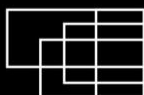


Screen Guilds
of Ireland



Alternative Working Models
Adare HRM

Supported by
Screen Ireland
Stakeholders Fund



Fís Éireann
Screen Ireland

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Executive Summary

Introduction

Screen Guilds of Ireland (SGI) represents Guilds and Departments in the Irish Film and Television Industry. In 2022, SGI examined working conditions of the Crew, revealing an industry challenge in retaining skilled individuals due to factors like job insecurity, long hours, work-life balance and limited career growth. The study recommended identifying roles and areas for alternative work models within future research.

Scope

The 2023 research project, endorsed by the SGI Board, is aimed at identifying a range of working models, their challenges and benefits nationally and internationally. Synopsing the experience in practice of each model and perceptions of their application. Finally, identify roles and specialised areas suitable for alternative working models that strike a balance between sector requirements and individual needs.

Methodology

The chosen methodology involved: Online survey, online focus group (July 2023), panel discussion at the Galway Film Fleadh (July 2023), Creation of draft and final reports.

Summary Findings / Survey Outputs

- The survey garnered 528 responses, with 53% identifying as female and 47% as male across 26 departments within the industry.
- 67% of respondents responded "Yes" their professional role could be suitable to an alternative working model, with reduced hours, job sharing and compressed working weeks being of the most popular forms of alternative models.
- Respondents report the highest ranked benefits accruing from the implementation of alternative models are health and well-being, childcare and caring responsibilities and spending time with family and friends.
- By a significant margin, the willingness of employers was ranked as the biggest challenge to implementation within the industry by respondents. (61%)
- In addition, approximately 80% of respondents responded openly to the prospect of working reduced hours with the pro-rata pay reductions. 49% would reduce their working hours if it was an option, with a further 29% indicating they would consider it.
- 105 respondents indicated their willingness to participate in a 90-minute online focus group to explore alternative working models.

Conclusions

- On review of the demographics, there was a good spread of responses across the demographic profile. The findings were consistent with views expressed during the focus group and panel discussion.
- The findings provide the view that the majority of respondents believe their professional role is suitable to alternative working models.
- Addressing the issues within the agile and adaptable industry of health and well-being, childcare / caring responsibilities and spending time with family and friends in the short, medium and long term will be crucial in the continued development of a sustainable sector through evolution or legislative change.

Actions for consideration

1. Funding further research for the practical implementation of alternative models is essential to boost trust in the models and processes.
2. The development of a principles/framework document is recommended to address employer and crew perspectives, offering valuable insights into model functionality, principles and requirements.

Introduction & Context

1.0 Introduction

Screen Guilds of Ireland (SGI) represents Irish Film and Television Workers across the many Guilds / Departments within the Irish Film and Television Industry. These Guilds currently include: Accounts, Art, Assistant Directors, Camera, Construction, Continuity, Costume, Facilities, Editing, Grips, Hair, Locations, Make Up, Modelmaking, Production, Prosthetics, Set Decoration, Sound, Special Effects, Stunts, Transport and Visual Effects. SGI also represents individual crew members who may not be affiliated with a Guild.

In 2022 SGI undertook research to establish and evaluate the working hours of the Irish Film and Television Crew. The research concluded that within the screen industry, attraction and retention is a contemporary challenge. Internationally there is evidence that talent shortages are impacting and is likely to be exacerbated as the sector grows and the general competition for talent increases, within and outside of the sector. The overall success of an industry relies heavily on the attraction of individuals. Factors influencing skills shortages in the sector include job insecurity, long working hours, inferior work-life balance and career progression.

Respondents overwhelmingly reported the negative impact that working hours are having on their health and well-being, work life balance and childcare/caring arrangements; all contemporary issues across employment sectors, the current SGI strategic plan focusing on representation and well-being is validated.

The report concluded with future considerations and actions; this included opportunities to identify roles and niche areas of the sector that could offer and implement alternative working models; thus, providing opportunities to stratify work based on lifestyle, life stages and/or income requirements of Crew.

SGI made a successful application to Screen Ireland to fund this research as part of the annual funding round.

1.1 Scope

The scope of this 2023 research project, agreed with the SGI Board was:

To identify roles and niche areas of the sector that could offer and implement alternative working models that balance the needs of the sector with the needs of the individual.

The objective of this research is:

1. To identify what roles could be suitable for alternative working models.
2. To establish the level of interest in alternative working models across the Crew population.
3. To identify the opportunities and challenges in implementing alternative working models.

1.2 Methodology

The methodology agreed included:

- Online Survey
- Focus Group - online (July 2023)
- Panel Discussion - Galway Film Fleadh (July 2023)
- Draft and Final Report

The themes emerging from both the focus group and the panel discussion at the Galway Film Fleadh held in July have been included in the conclusions of the report.

1.3 Distribution and Population

The survey was distributed through social media channels, via SGI and Screen Ireland Newsletters, emailed to the Guilds and sent directly to crew members to ensure maximum engagement.

1.4 Limitations

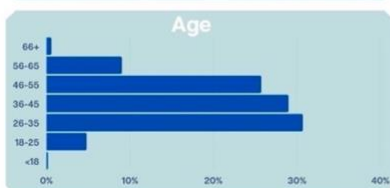
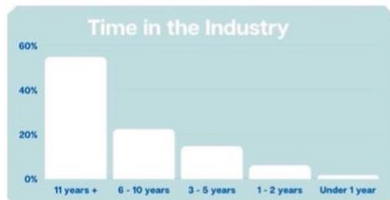
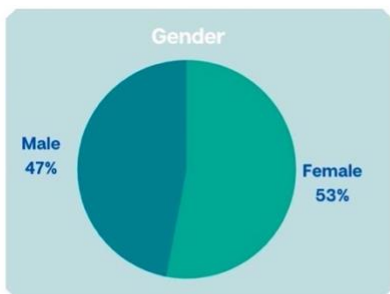
This report has been prepared as an internal support document for the SGI and is provided in accordance with the terms and conditions of our consultancy. Adare HRM assumes no responsibility in respect of or arising out of or in connection with this report to parties other than SGI.

The work on which the findings and conclusions have been made was undertaken in the period May to July 2023 and should be considered in that context. The review was conducted by means of independent analysis of information requested, observations, focus groups and panel discussions and data analysis. We have relied on explanations given to us without having sought to validate these with independent sources in all cases. We have however, satisfied ourselves that explanations received are consistent with other information furnished to us.

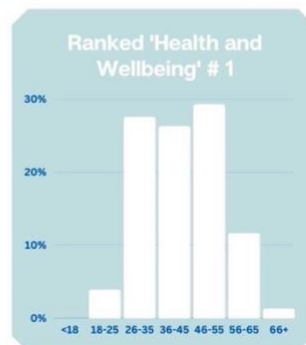
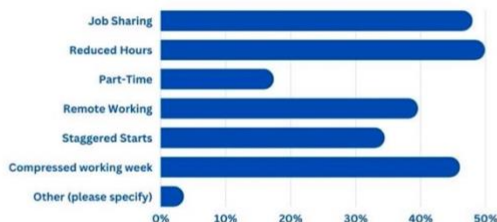
1.5 Acknowledgements

We would like to thank the respondents and participants to this research for their time and valuable contribution.

Summary Findings



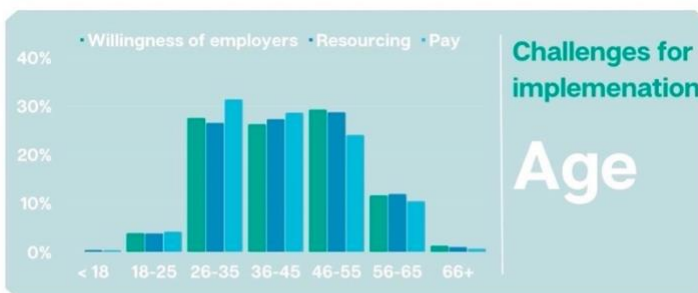
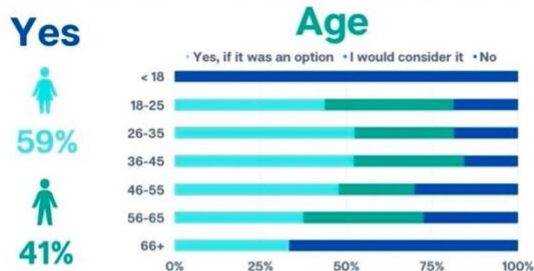
Role suitability for alternative working models



Consider reduced hours



Consider reduced hours



Considerations for decision to reduce hours



Concerns



Highest ranked challenges



Summary Findings

A summary of the findings is outlined below with a more detailed analysis of all the data presented later in the report.

Demographics – 528 responses

- 53% female and 47% male respondents.
- Majority of respondents were within the age ranges 26-35 (30%), 36-45(29%) and 46-55 (26%).
- More than half of the respondents have 11 years + within the industry – 55%.

Working status – 521 responses

- Respondents from over 26 departments within the industry participated, with the largest number of respondents working within production (12%), art departments (12%), editing (9%) and as assistant directors (11%).
- Employment status of 61% respondents consists of PAYE, followed by sole trader (23%) and limited company (14%).

Professional role suitability- 448 responses

- 67% of respondents said “Yes” their professional role could be suitable to an alternative working model and 33% responded “No”.

“Yes”

- 55% of respondents were female and 45% were male.
- Majority of respondents are between the age ranges 36-45 (32%), 26-25 (31%) and 46-55 (24%) and are in the industry 11+ years (56%), between 6-10 years (22%) and 3-5 years (14%).
- Highest responses from Accounts (94%), Set decoration (93%) and Editors (76%).

“No”

- highest response from the Hair Department (60%) Electrical (55%) and Assistant Directors (52%).

Summary Findings (contd.)

Alternative Working Models – 311 responses

- 50% of respondents believe 'Reduced Hours' could be an alternative working model for their role, followed by 'Job Sharing' (48%) and a 'Compressed Working Week' (46%).
- Roles reported to be most open to reduced hours are Art Department (16%), Production (12%), Set Decoration (8%), Sound (8%) and Assistant Director (6%).
- Roles reported to be most open to compressed working weeks are Art Department (15%), Editors (14%), Production (11%), Assistant Director (7%) and Camera (7%).
- Roles reported to be most suited towards job sharing are Production (15.44%), Art Department (11%), Camera (10%), Set Decoration (8%) and Accounts (7%).

Job Sharing

- More male (59%) than female (35%) respondents believe job sharing could be an alternative working model for their role.
- Highest response from the age range of between 36-45 (36%), followed by 26-35 (34%), 46-55 (21%), 18-25 (5%) and 56-65 (5%).
- 72% of respondent's employment status who ranked job sharing as the most suitable alternative model was PAYE, followed by Limited company (14%) and Sole Trader (13%).

Reduced Hours

- More female (53%) than male (46.10%) respondents believe reduced hours would be an alternative working model that would work for their role.
- Highest response from the age range of between 26-35 (36%), followed by, 36-45 (31%) 46-55 (22%), 56-65 (6%). 18-25 (4%) and 66+ (0.65%).
- 73% of respondent's employment status who ranked reduced hours as the most suitable alternative model was PAYE, followed by limited company (17%) and sole trader (10%).

Compressed Working Week

- More female (56%) than male (46%) respondents believe a compressed working week could be an alternative working model for their role.
- Highest response from the age range of between 26-35 (39%), followed by, 36-45 (29%) 46-55 (21%), 56-65 (8%) and 18-25 (3%).
- 64% of respondent's employment status who ranked compressed working week as the most suitable alternative model was PAYE, followed by Sole Trader (25%) and Limited company (11%).

Summary Findings (contd.)

Alternative Working Models (continued)

Remote Working

- More female (59%) than male (41%) respondents believe remote working would be an alternative working model that would work for their role.
- Highest response from the age range of between 36-45 (37%), followed by 46-55 (29%), 26-35 (27%), 56-65 (5%) and 18-25 (3%).
- 55% of respondent's employment status who ranked remote working as the most suitable alternative model was PAYE, followed by Limited company (27%) and Sole Trader (18%).

Staggered Starts

- More female (70%) than male (30%) respondents believe staggered starts could be an alternative working model for their role.
- Highest response from the age range of between 26-35 (39%), followed by 36-45 (29%), 46-55 (21%), 56-65 (8%) and 18-25 (3%).
- 72.38% of respondents' employment status who ranked staggered starts as the most suitable alternative model was PAYE, followed by Sole Trader (14%) and Limited company (13%).

Part-Time

- More female (69%) than male (31%) respondents believe working part-time would be an alternative working model that could work for their role.
- Highest response from the age range of between 26-35 (39%), followed by 36-45 (29%), 46-55 (21%), 56-65 (8%) and 18-25 (3%).
- 67.92% of respondent's employment status who ranked job sharing as the most suitable alternative model was PAYE, followed by Limited company (19%) and Sole Trader (13%).

Summary Findings (contd.)

Reducing your working hours with associated pro-rata pay reduction

(412 responses)

- 49% would consider reducing their working hours if it was an option, 29% would consider it and 22% would not consider it.
- Whereby more females (58%) responded that they would consider reducing their working hours if it was an option than males (41%).
- Respondents are more likely to consider working reduced hours if it was an option within the age groups 26-35 (52%), 36-45 (52%) and 46-55 (48%).
- Majority of these respondents have worked within the industry for 11+ years (54%), between 6-10 years (24%) and 3-5 years (14%).
- 68% of respondent's employment status who would consider reducing their working hours if it was an option was PAYE, followed by Sole Trader (17%) and Limited company (15%)

Considerations for respondents' decision to reduce hours (240 responses)

- Cross departmental and organisational cooperation (30%)
- Financial concern (18%)
- Well-being / work life balance (14%)
- Job consistency / security (8%)

Considerations for respondents' decision to not reduce hours (77 responses):

- Reduction in wages (49%)
- Cross departmental and organisational cooperation (25%)
- Job specific (9%)

Summary Findings (contd.)

Benefits accruing from alternative working models (396 responses)

- Ranked the top benefit that could accrue from the implementation of alternative working models is 'Health and Wellbeing' (63%), followed by 'Childcare / Caring responsibilities', 'Spending time with family and friends' (8%), 'A Structured Life' (5%), 'Staying in the industry' (5%) and 'Ability to plan ahead' (4%).

Health and Wellbeing

- 63% of respondents were male and 37% of respondents were female.
- The largest percentage of respondents were within the 26-35 age group (30%), followed by 36-45 (28%), 46-55 (27%), 56-65 (10%), 18-25 (4%) and 66+ (0.76%).
- 62% of respondent's employment status who considered 'Health and Wellbeing' as the top benefit accruing from alternative models was PAYE, followed by sole trader (22%) and limited company (16%).
- 57% of respondents were 11+ years within the industry, 24% were between 6-10 years, 11% between 3-5 years, 8% between 1-2 years and 0.80% under 1 year within the industry.

Spending time with family and friends

- 55% of respondents were male and 45% of respondents were female.
- The largest percentage of respondents were within the 26-35 age group (32%), followed by 46-55 (28%), 36-45 (25%), 56-65 (11%), 18-25 (4%) and 66+ (1%).
- 72% of respondent's employment status who considered 'Spending time with family and friends' as the top benefit accruing from alternative models was PAYE, followed by Sole Trader (16%) and Limited company (13%).
- 41% of respondents were 11+ years within the industry, 25% were between 6-10 years, 25% between 3-5 years, 6% between 1-2 years and 3% under 1 year within the industry.

A Structured Life

- 54% of respondents were male and 46% of respondents were female.
- The largest percentage of respondents were within the 26-35 age group. (30%), followed by 46-55 (27%), 36-45 (25%), 56-65 (13%), 18-25 (4%), under 18 (0.59%) and 66+ (0.59%).
- 65% of respondent's employment status who considered 'A Structured Life' as the top benefit accruing from alternative models was PAYE, followed by Sole Trader (20%) and Limited company (15%).
- 57% of respondents were 11+ years within the industry, 19% were between 6-10 years, 14% between 3-5 years, 5% between 1-2 year and 5% under 1 year within the industry.

Summary Findings (contd.)

Benefits accruing from alternative working models (contd.)

Childcare / Caring responsibilities

- 53% of respondents were male and 47% of respondents were female.
- The largest percentage of respondents were within the 36-45 age group (37%), followed by 46-55 (28%), 26-35 (22%), 56-65 (9%), 18-25 (2%), 66+ (1%) and under 18 (0.55%).
- 49% of respondent's employment status who considered 'A Structured Life' as the top benefit accruing from alternative models was PAYE, followed by Sole Trader (30%) and Limited company (21%).
- 72% of respondents were 11+ years within the industry, 19% were between 6-10 years, 7% between 3-5 years and 2% under 1 year within the industry

Impacts accruing from alternative working models (383 responses)

Benefits

- Respondents ranked the top benefit that could accrue from the implementation of alternative working models is 'Willingness of employers' (61%), followed by 'Pay' (20%), 'Resourcing' (14%) and 'Career Impact' (54%).

Challenges

Willingness of employers

- 52% of respondents were male and 48% of respondents were female.
- The largest percentage of respondents were within the 26-35 age group. (29%), followed by 36-45 (28%), 46-55 (27%), 56-65 (11%), 18-25 (4%), 66+ (0.84%) and under 18 (0.28%).
- 49% of respondent's employment status who considered 'A Structured Life' as the top benefit accruing from alternative models was PAYE, followed by Sole Trader (30%) and Limited company (21%).
- 62% of respondents were 11+ years within the industry, 21% were between 6-10 years, 10% between 3-5 years, 6% between 1-2 years and 0.86% under 1 year within the industry.

Summary Findings (contd.)

Impacts accruing from alternative working models (contd.)

Pay

- 53% of respondents were male and 47% of respondents were female.
- The largest percentage of respondents were within the 26-35 age group. (31%), followed by 36-45 (29%), 46-55 (24%), 56-65 (10%), 18-25 (4%), 66+ (0.76%) and under 18 (0.34%).
- 49% of respondent's employment status who considered 'A Structured Life' as the top benefit accruing from alternative models was PAYE, followed by Sole Trader (30%) and Limited company (21%).
- 46.15% of respondents were 11+ years within the industry, 24% were between 6-10 years, 19% between 3-5 years, 6% between 1-2 years and 4% under 1 year within the industry.

Resourcing (*finding crew to cover your reduced hours*)

- 52% of respondents were male and 48% of respondents were female.
- The largest percentage of respondents were within the 26-35 age group. (31%), followed by 36-45 (29%), 46-55 (24%), 56-65 (10%), 18-25 (4%), 66+ (0.70%) and under 18 (0.34%).
- 62% of respondent's employment status who considered 'Health and Well-being' as the top benefit accruing from alternative models was PAYE, followed by Sole Trader (22%) and Limited company (16%).
- 62% of respondents were 11+ years within the industry, 20% were between 6-10 years, 13% between 3-5 years, 2% between 1-2 years and 4% under 1 year within the industry.

Career Impact

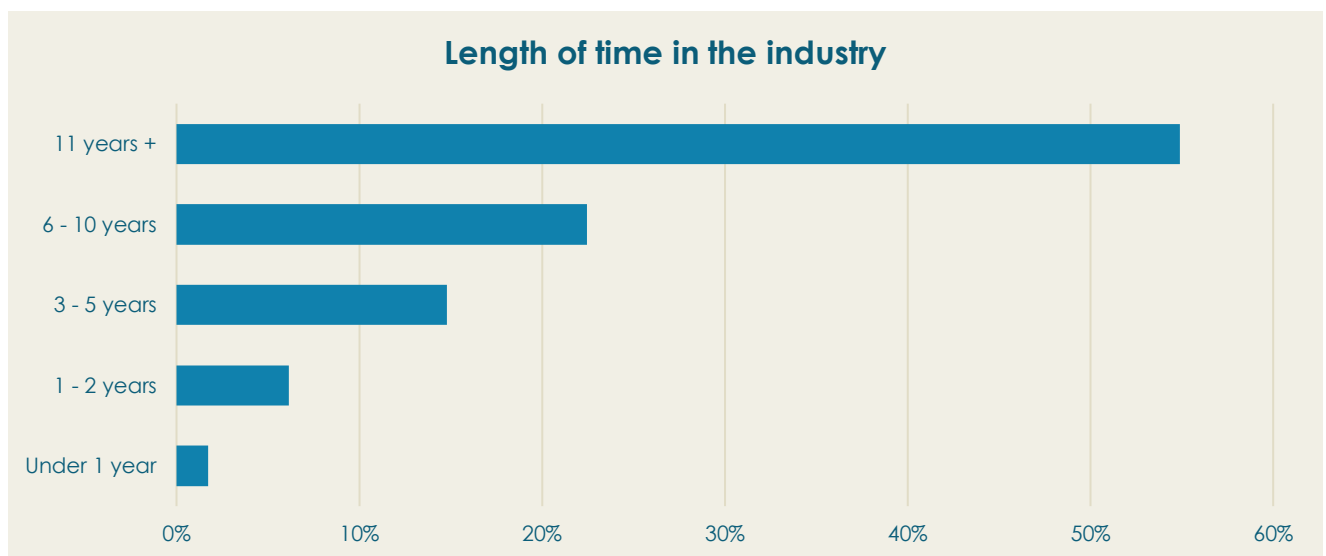
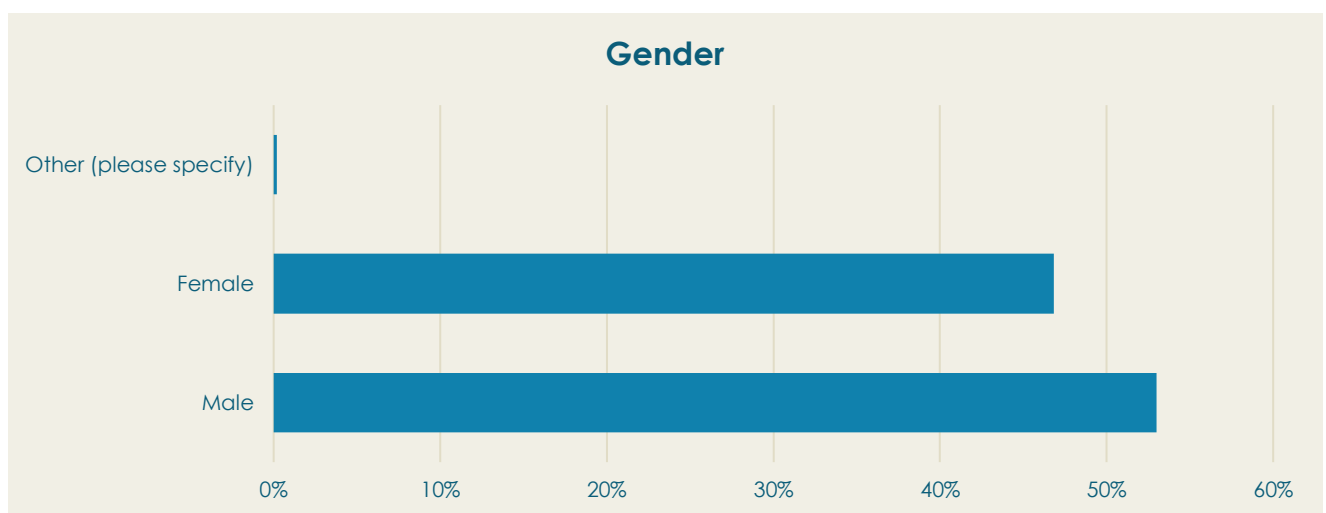
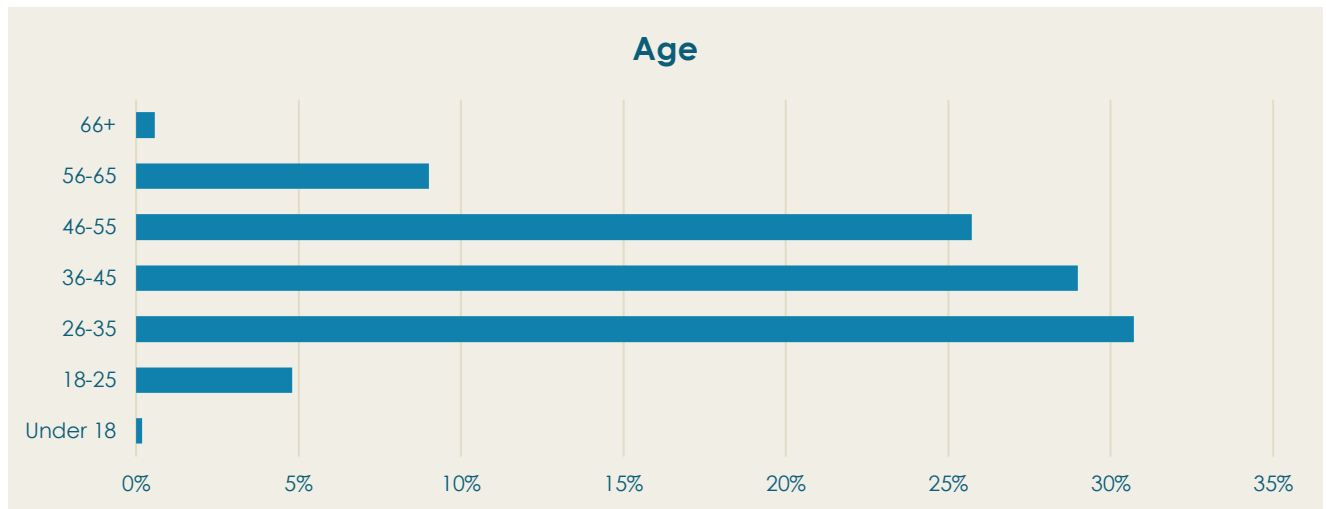
- 50% of respondents were male and 49% of respondents were female.
- The largest percentage of respondents were within the 26-35 age group. (31%), followed by 46-55 (28%), 36-45 (27%), 56-65 (8%), 18-25 (4%) and 66+ (0.4%).
- 62% of respondent's employment status who considered 'Health and Well-being' as the top benefit accruing from alternative models was PAYE, followed by Sole Trader (22%) and Limited company (16%).
- 38% of respondents were 11+ years within the industry, 22% were between 6-10 years, 33% between 3-5 years, 6% between 1-2 years and 4% under 1 year within the industry.

Respondents considering taking part in a 90 minutes online focus group to explore alternative working models more.

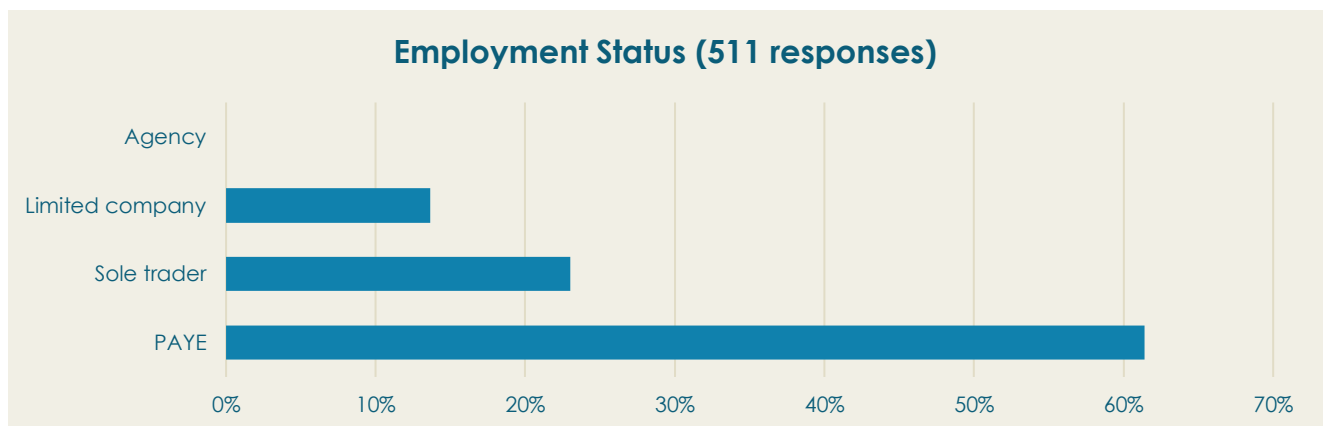
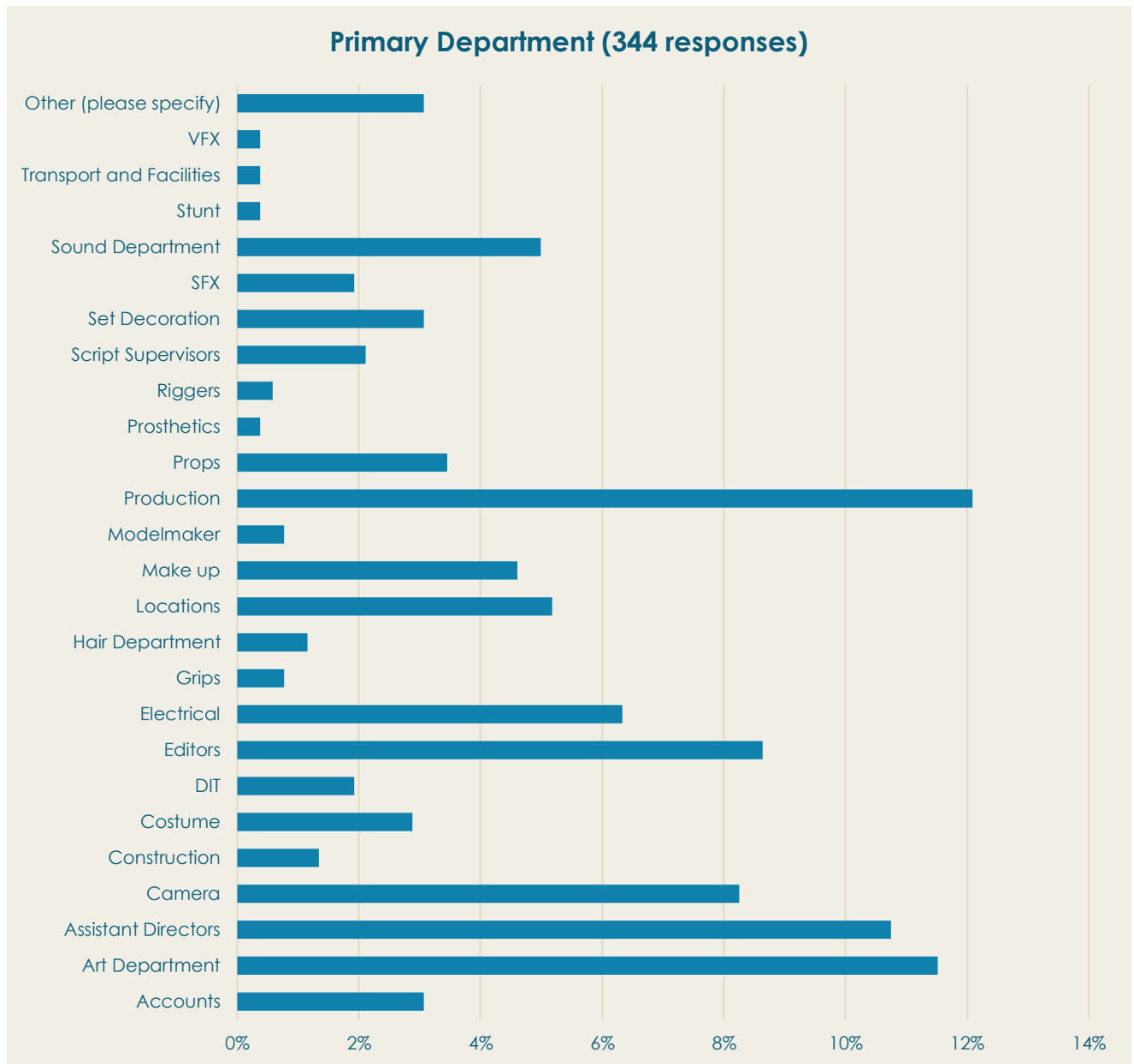
- 105 responded "Yes" to consider taking part in a 90 minutes online focus group to explore alternative working models more
- 40% of respondents who responded "Yes" were male and 60% of respondents who responded "Yes" were female.

Survey Outputs

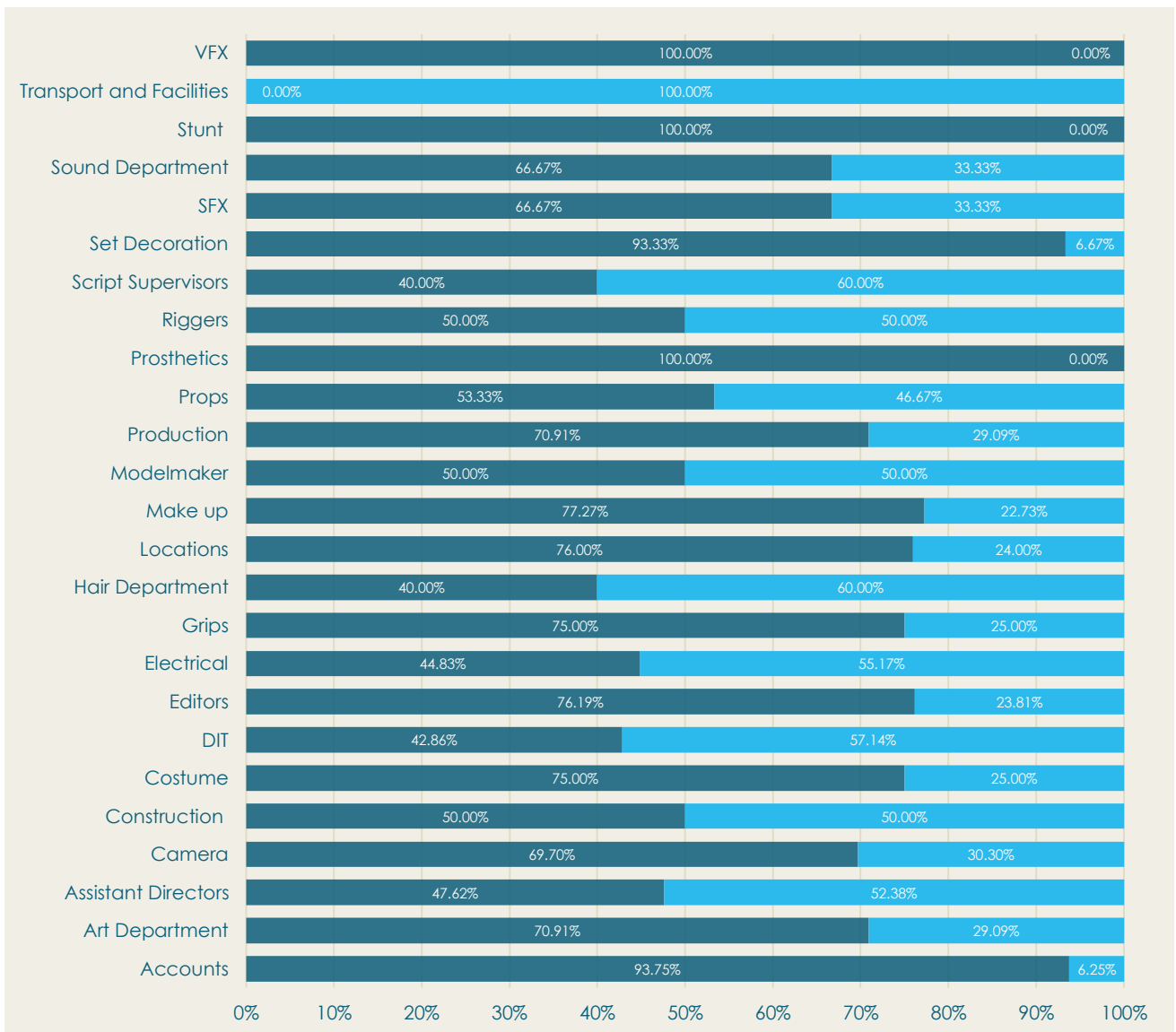
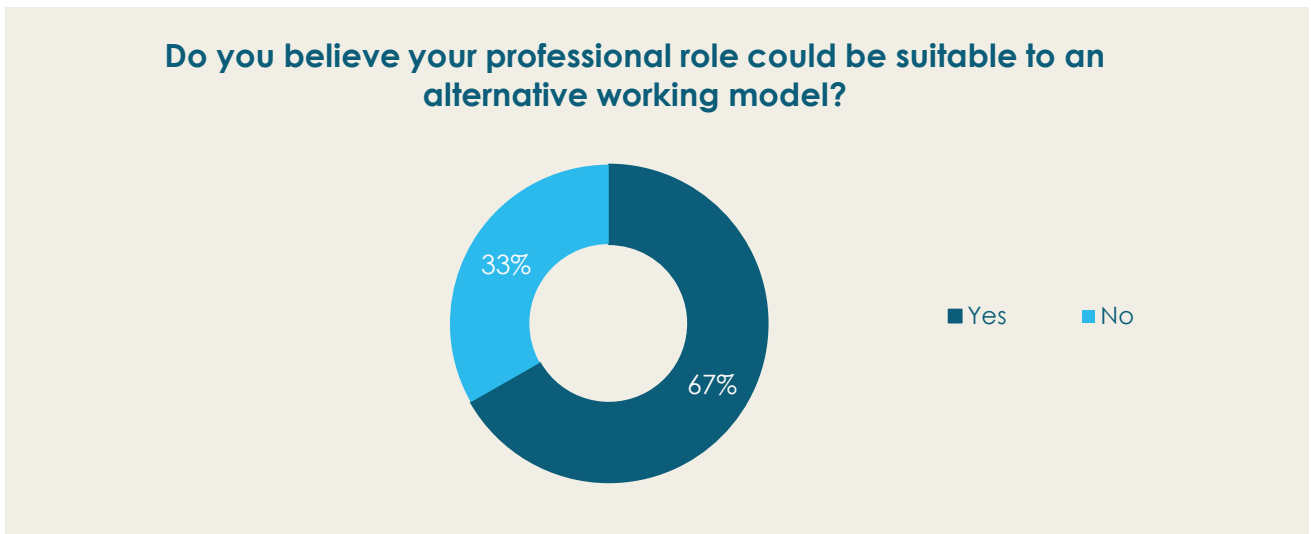
Demographics (521 Responses)



Working Status

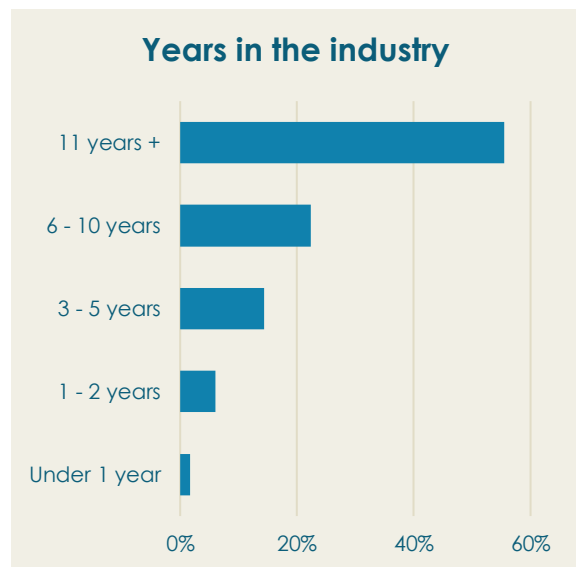
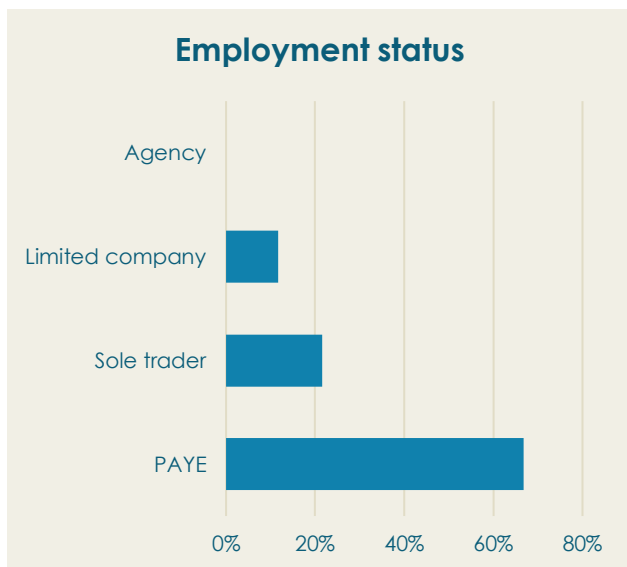
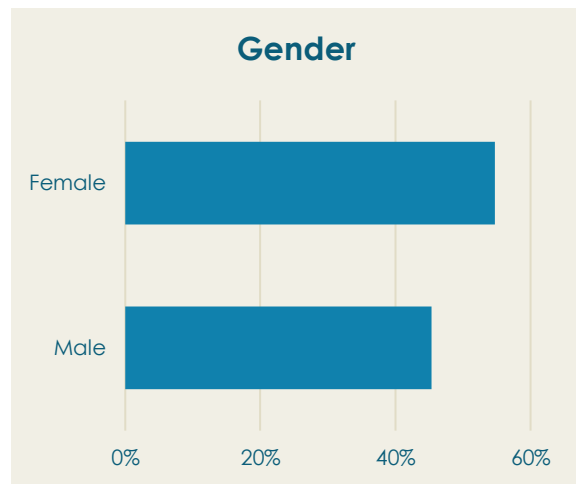
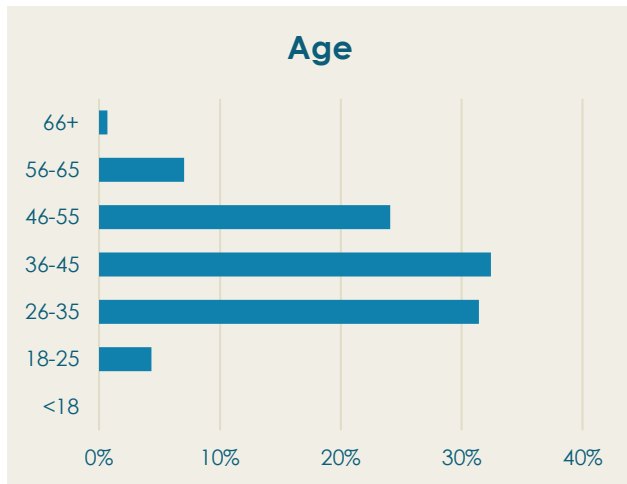


Professional role suitability (448 responses)

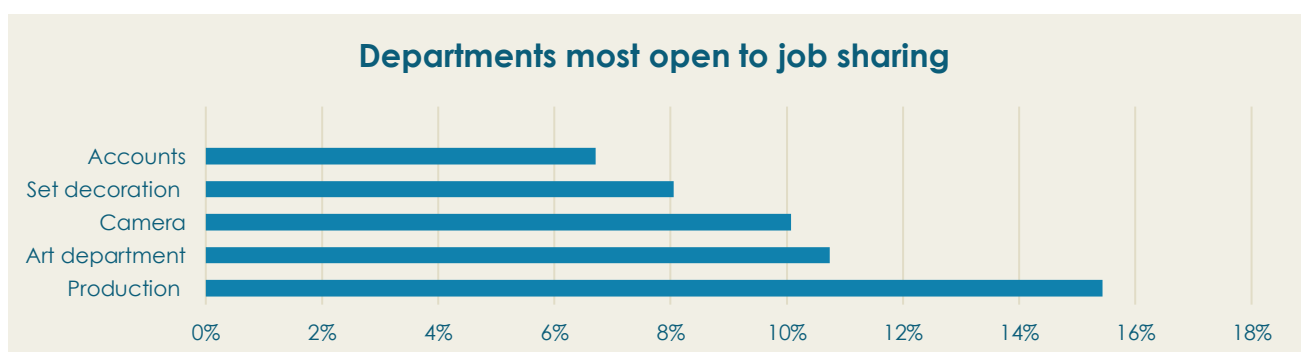
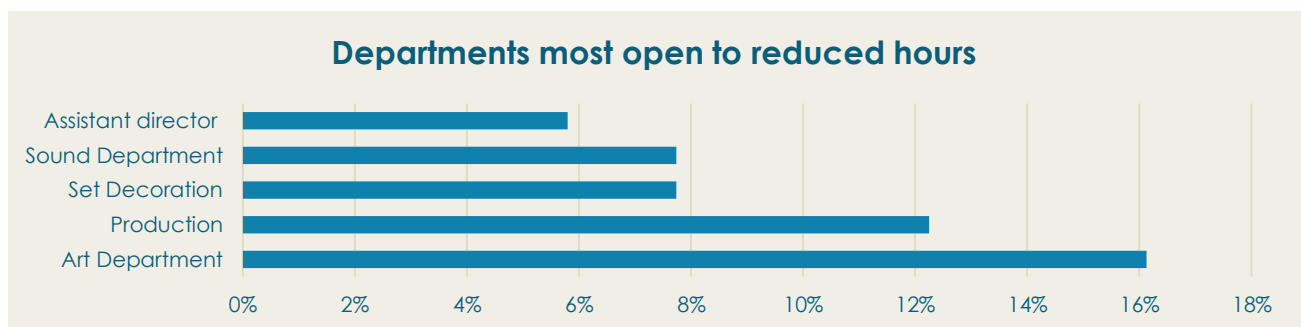
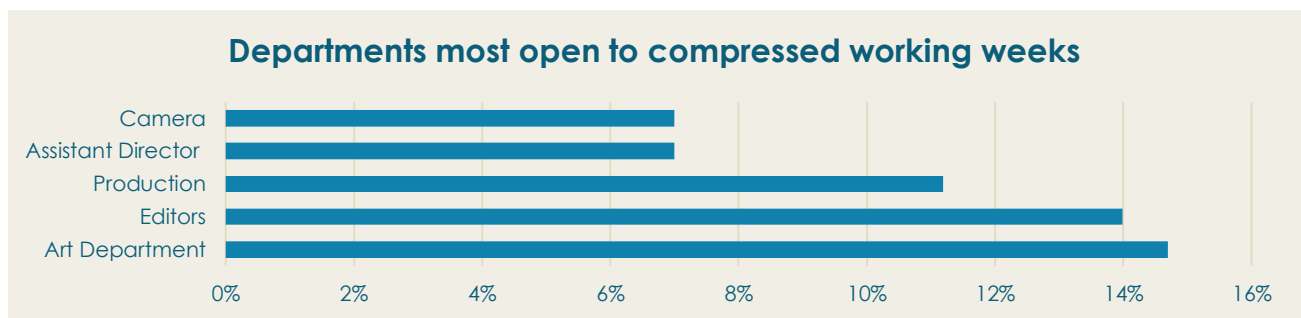
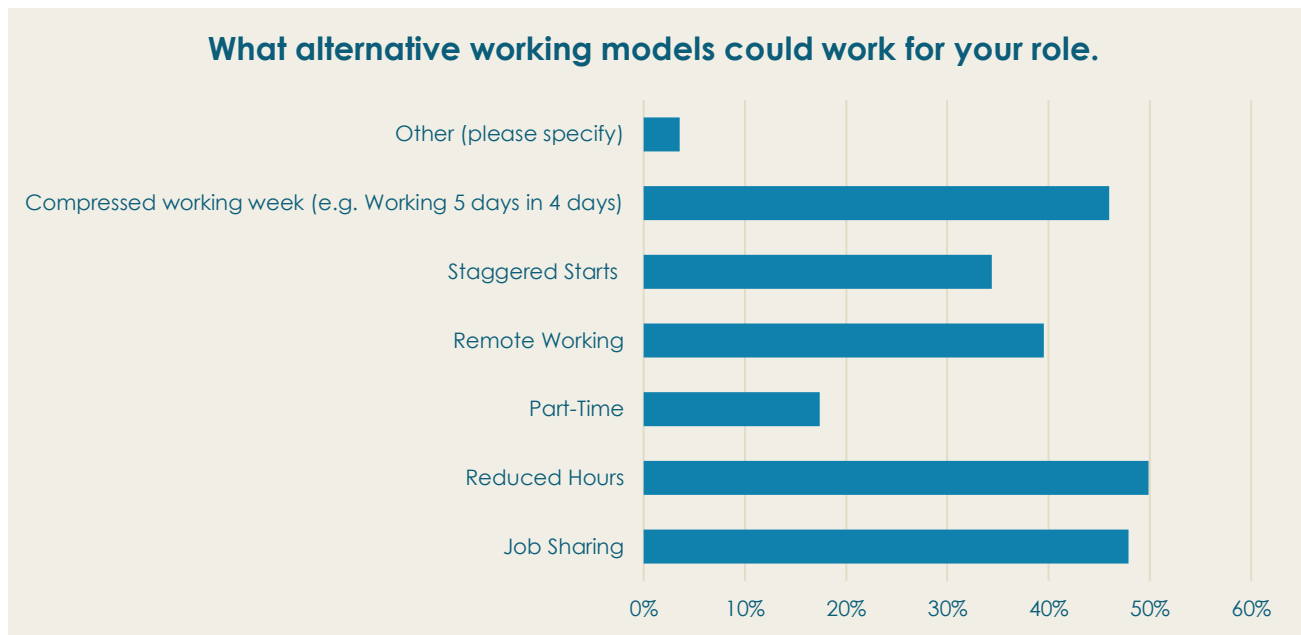


Professional role suitability (contd.)

“Yes” my professional role could be suitable to an alternative working model

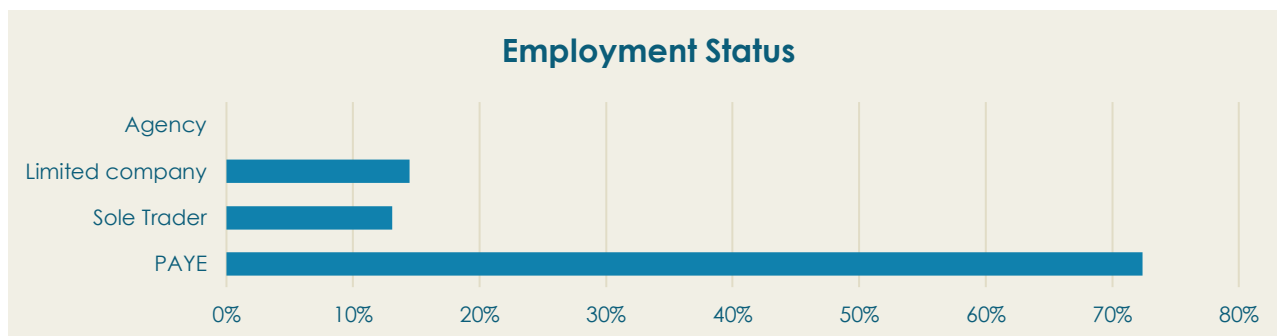
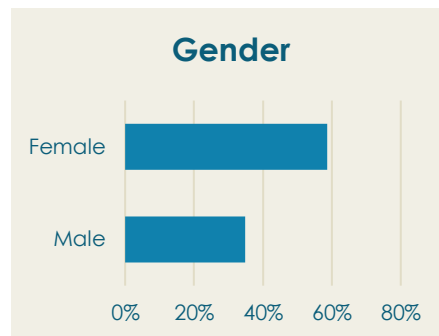
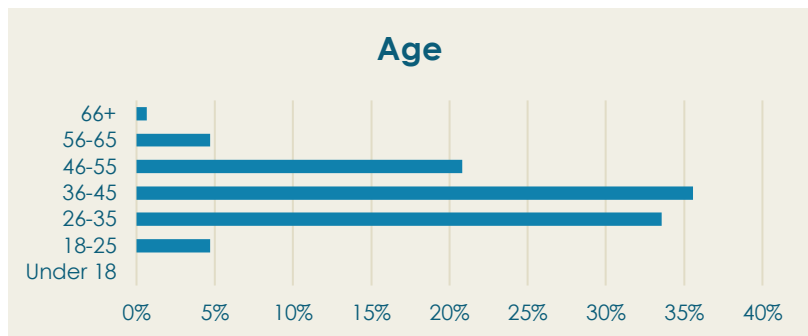


Alternative working models (311 responses)

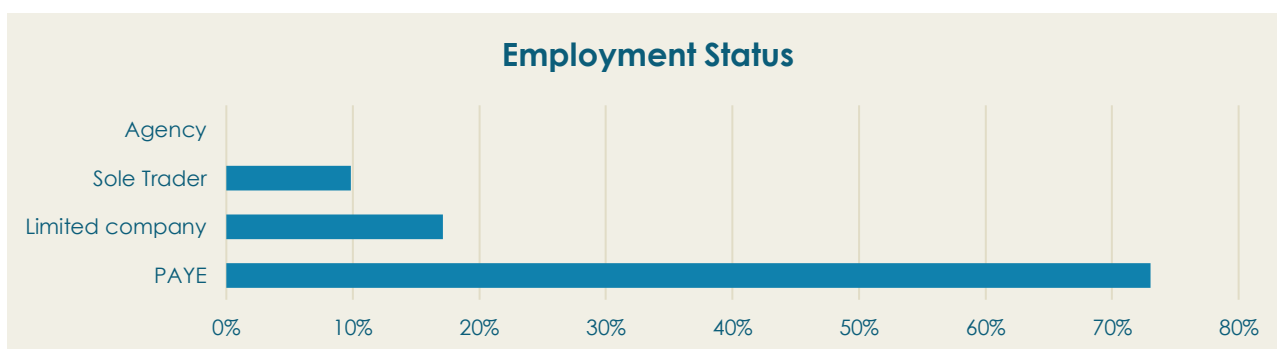
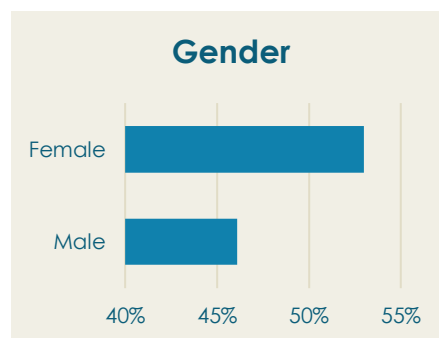
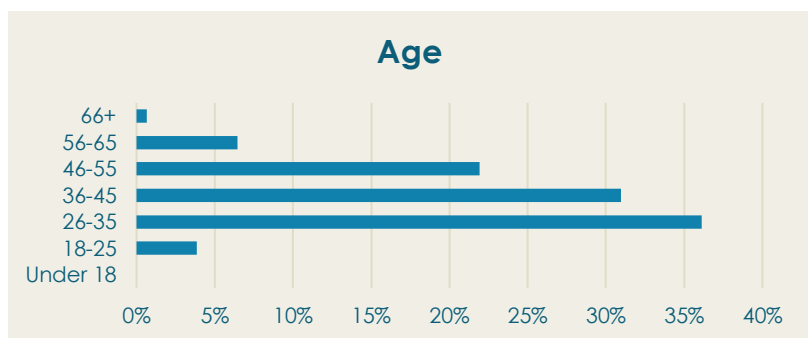


Alternative working models (contd.)

Job sharing

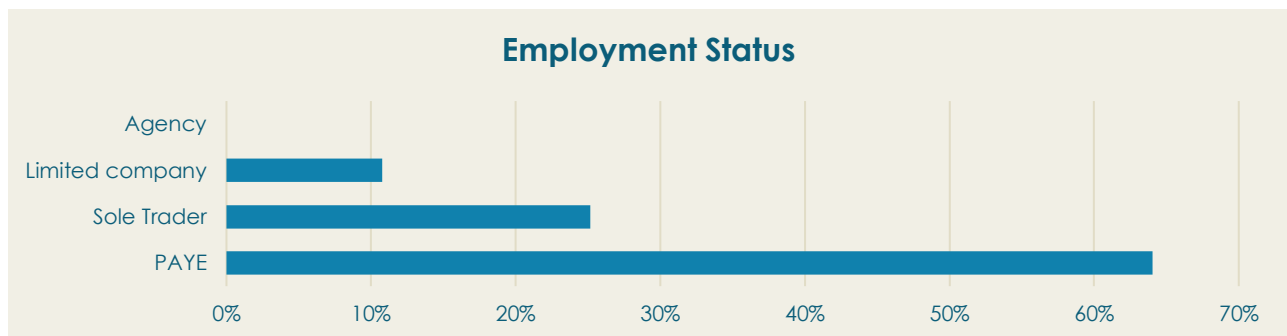
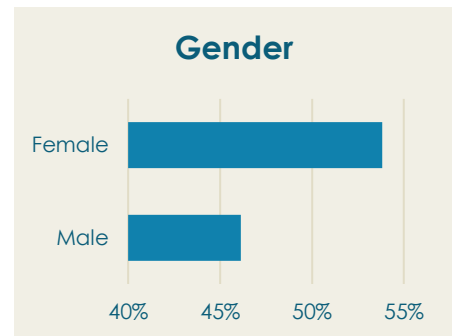
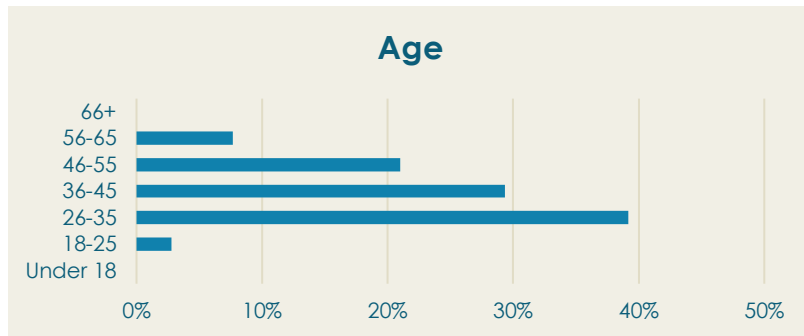


Reduced Hours

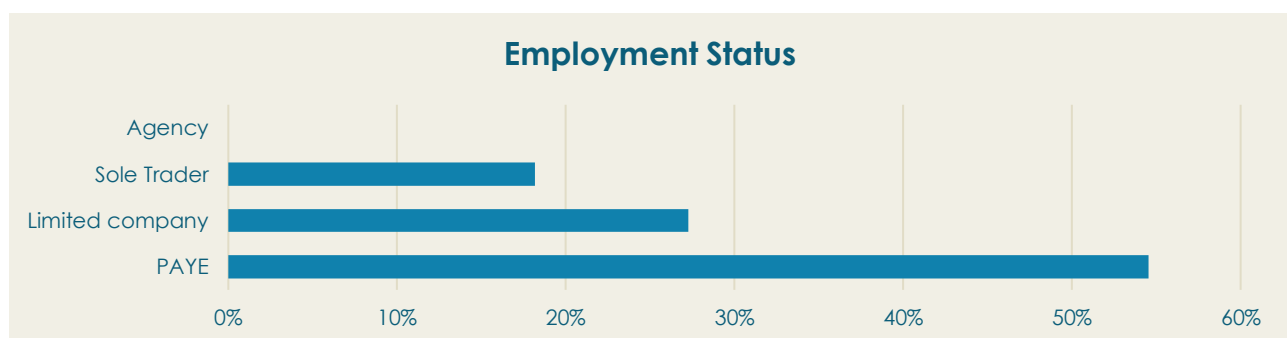
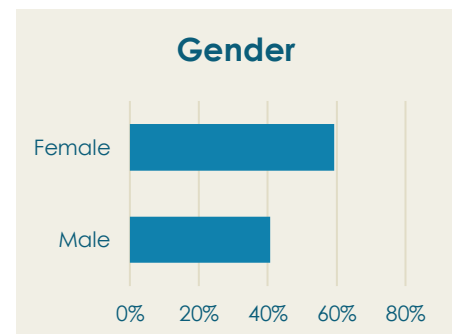
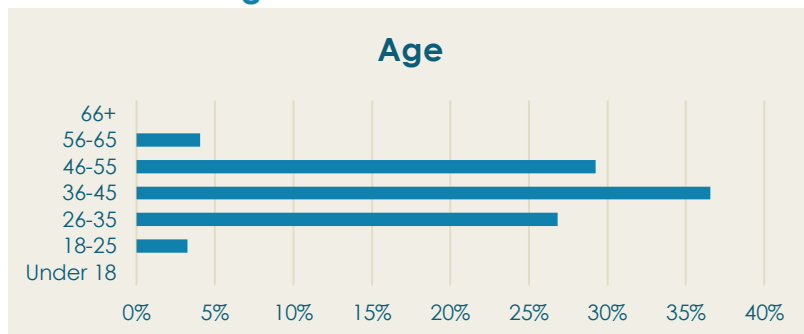


Alternative working models (contd.)

Compressed Working Week

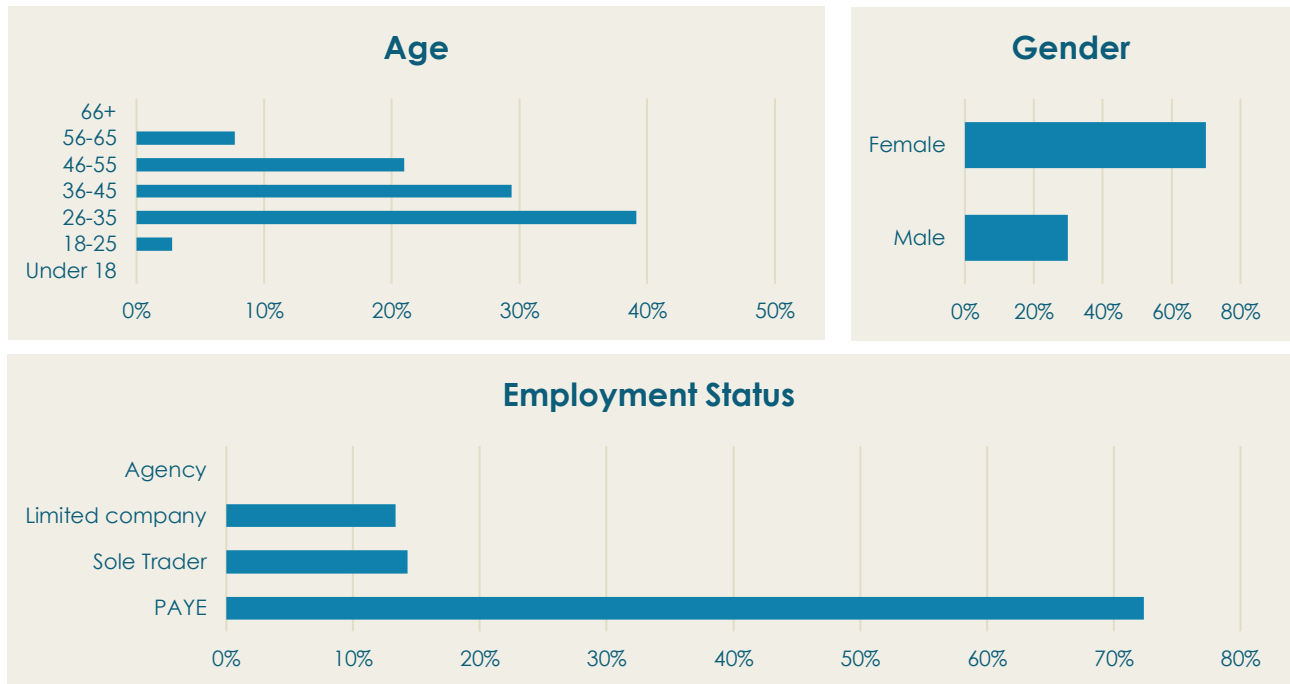


Remote Working

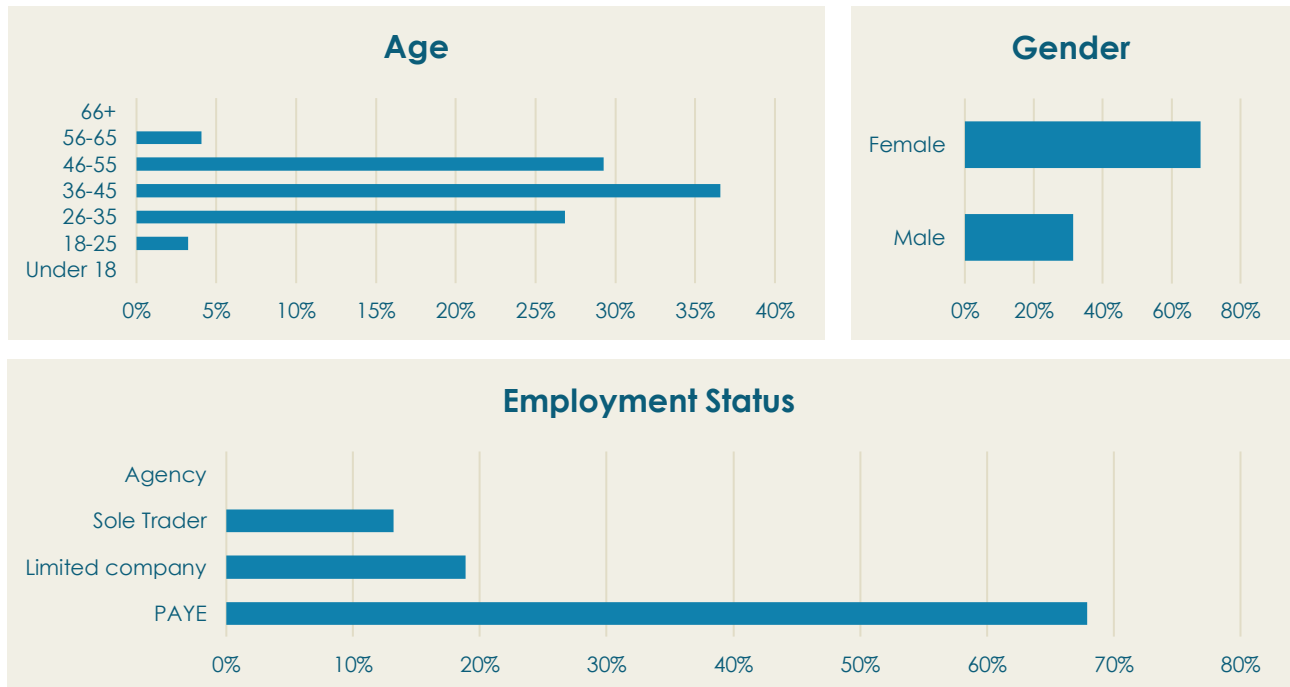


Alternative working models (contd.)

Staggered Starts

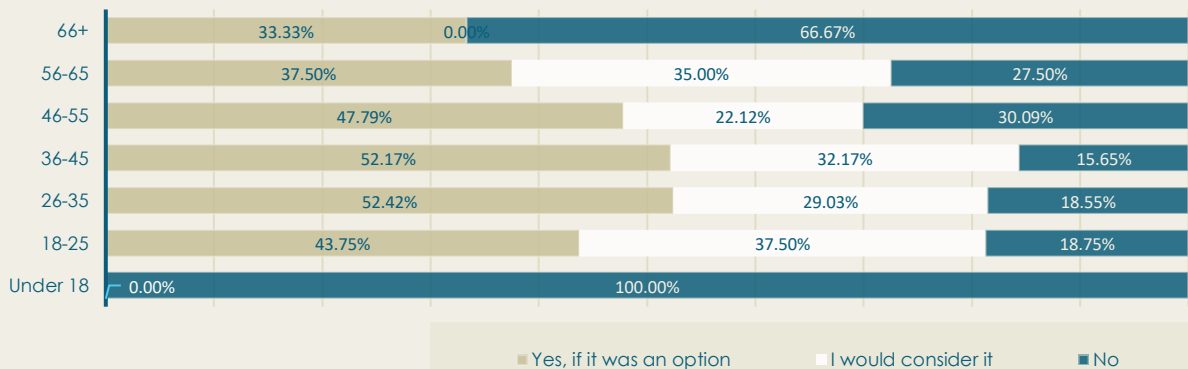
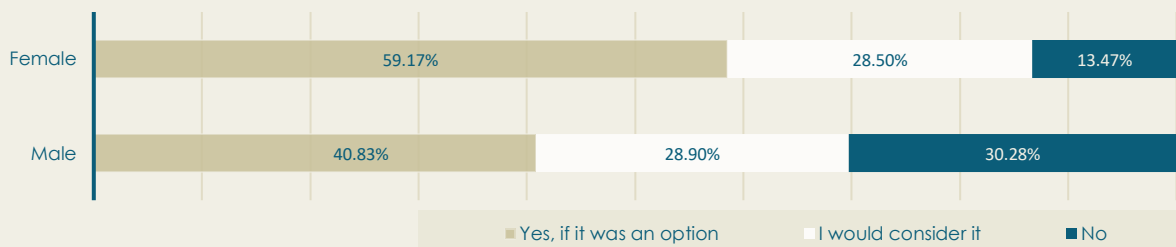
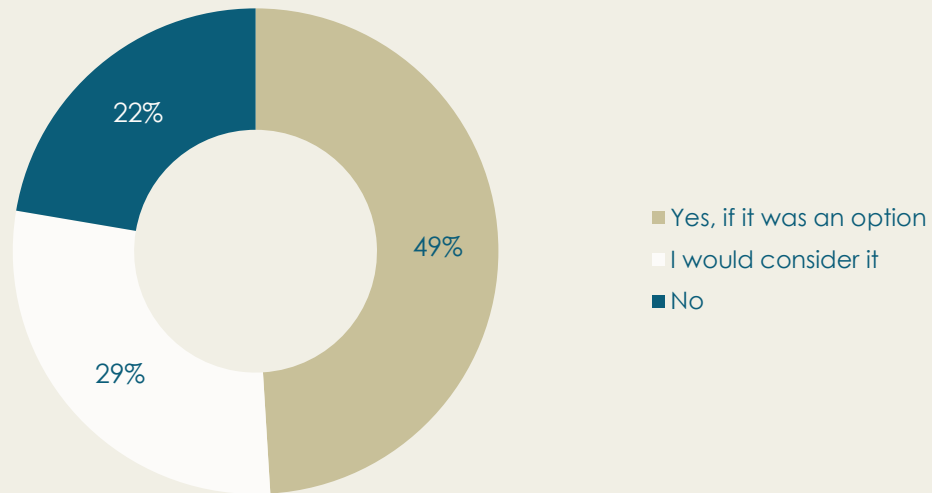


Part-Time



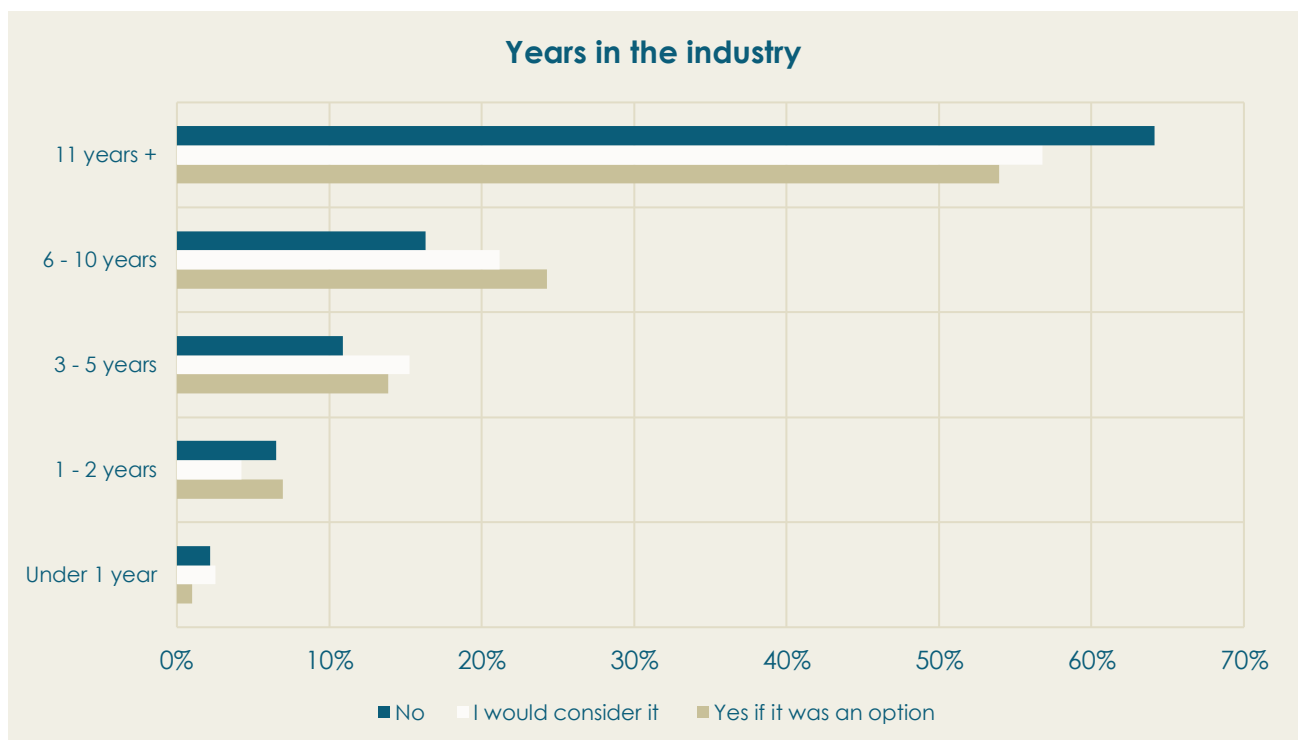
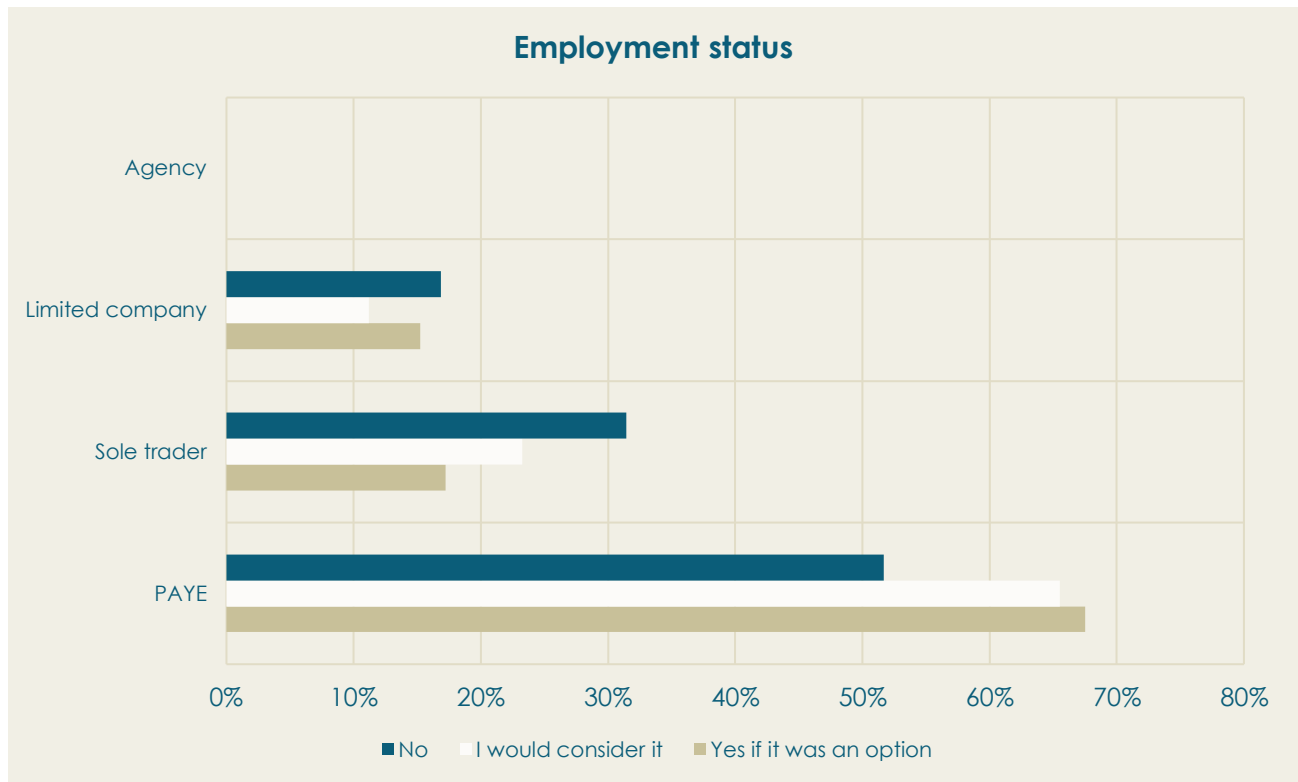
Reducing your working hours (412 responses)

Would you consider working reduced hours to enhance your work life balance?



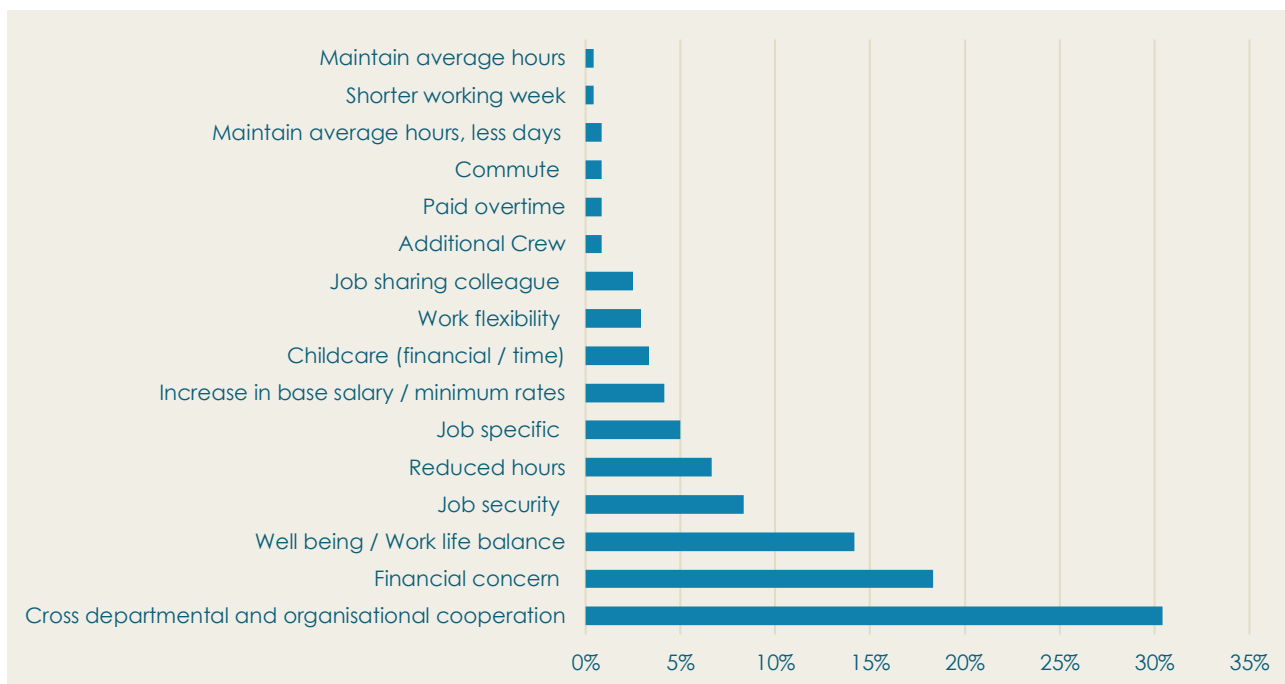
Reducing your working hours (contd.)

Would you consider working reduced hours to enhance your work life balance?



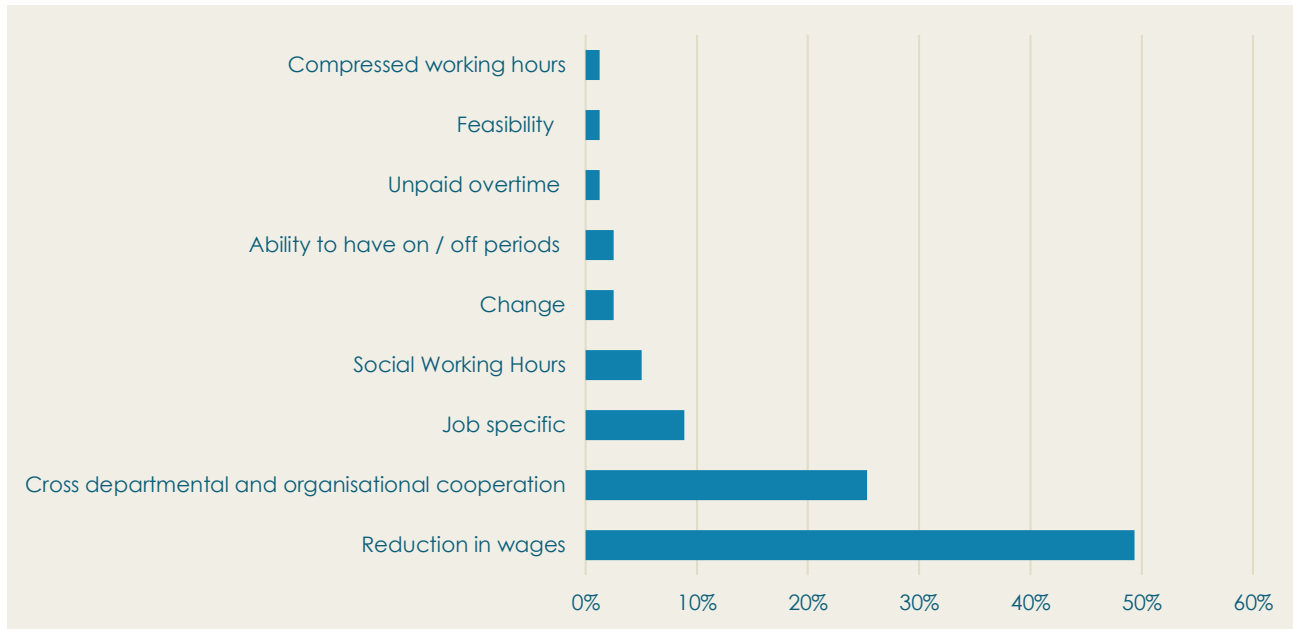
Reducing your working hours (contd.)

If you would consider reducing your hours, what would be important considerations in helping your decision? (240 responses)



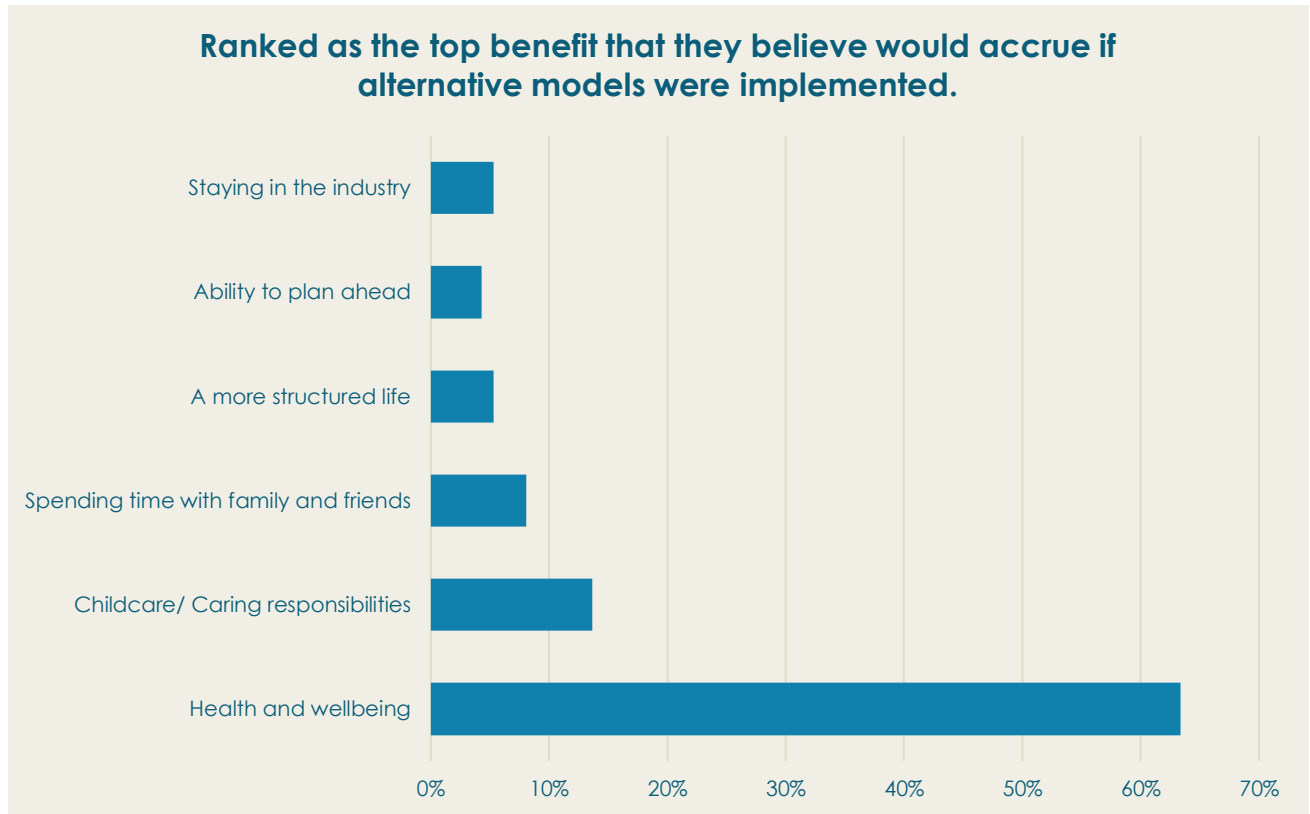
Reducing your working hours (contd.)

If you would not consider reducing your hours, provide information on why not. (98 responses)



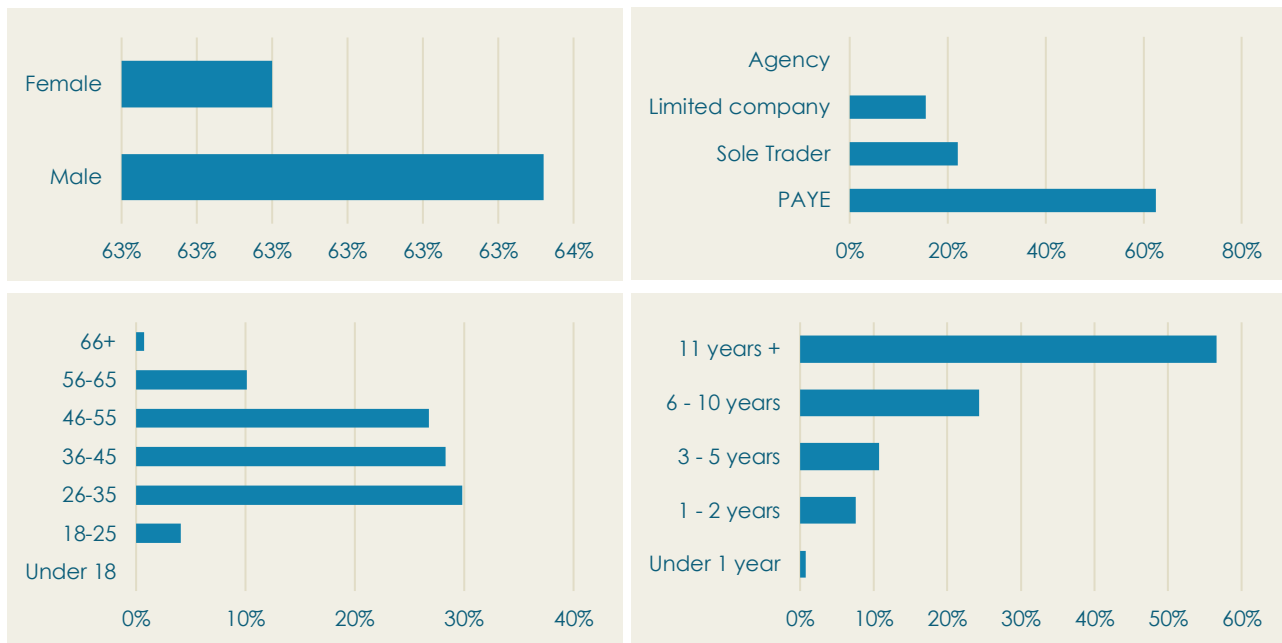
Benefits accruing from alternative working models

Please choose and rank the top three benefits you believe could accrue if alternative working models were implemented.

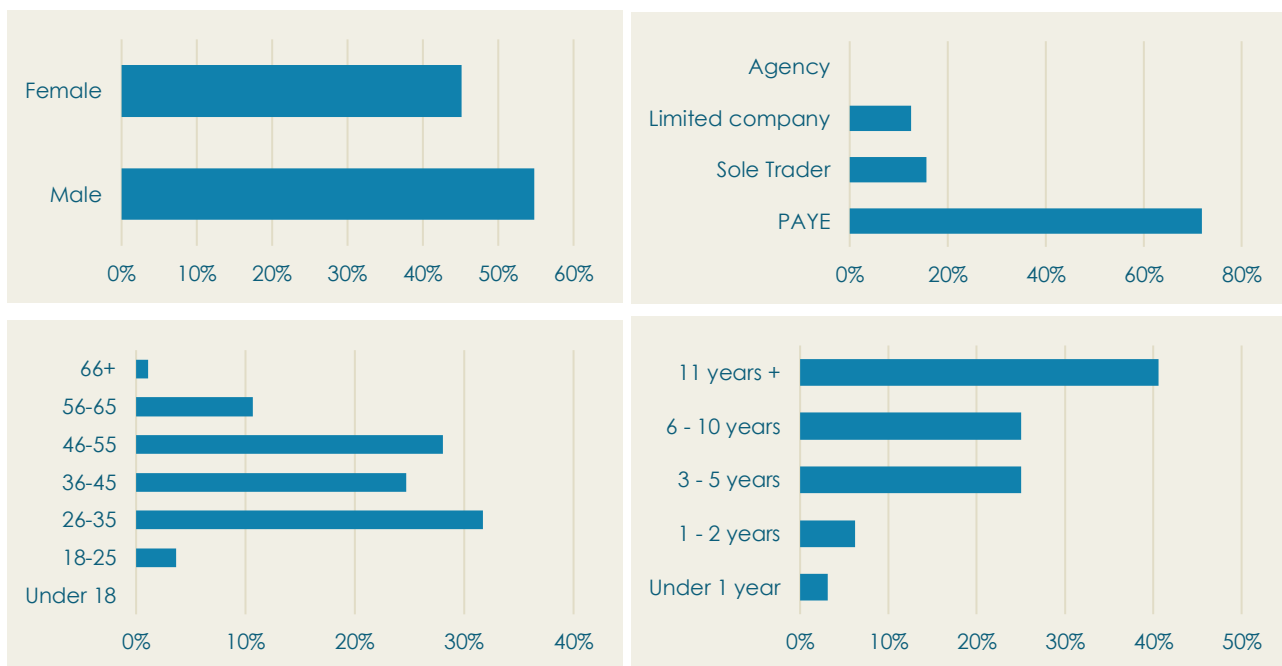


Benefits accruing from alternative working models

Ranked "Health and wellbeing" as the top benefit they believe would accrue if alternative working models were implemented.

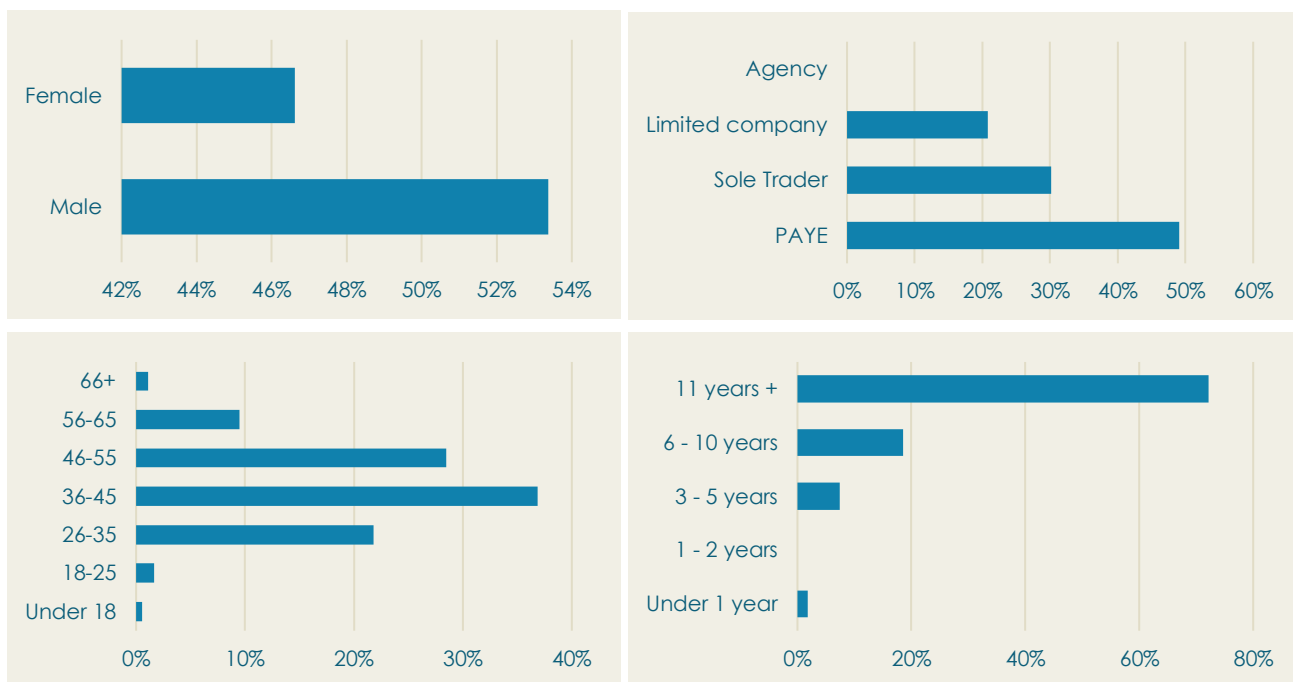


Ranked "Spending time with family & friends" as in their Top 3 they believe would accrue if alternative working models were implemented.

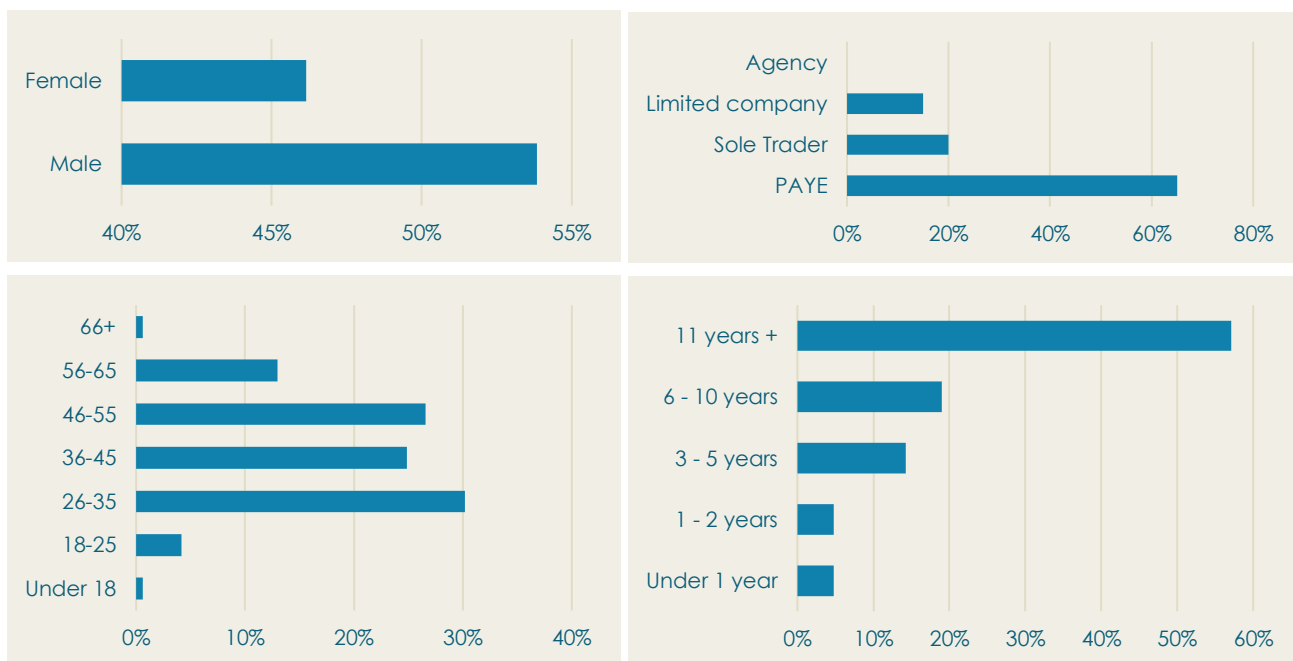


Benefits accruing from alternative working models

Ranked "Childcare /Caring responsibilities" in their Top 3 they believe would accrue if alternative working models were implemented.

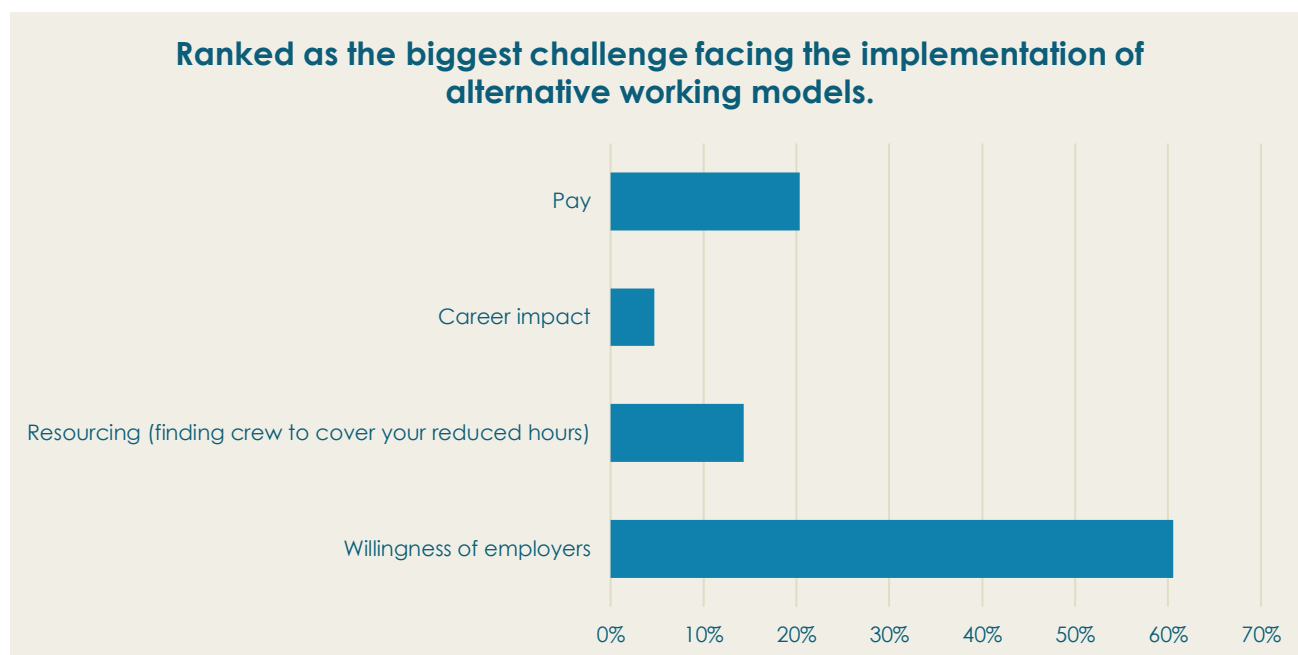


Ranked "A more Structured Life" in their Top 3 they believe would accrue if alternative working models were implemented.



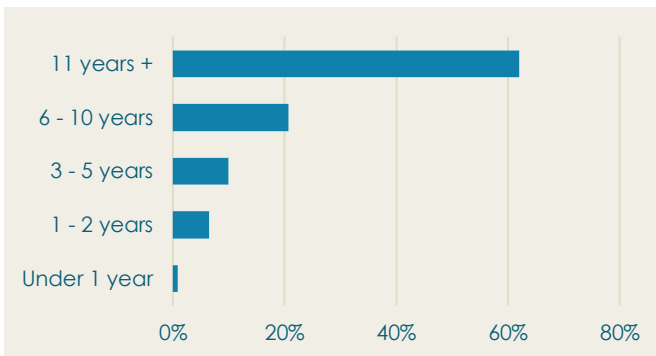
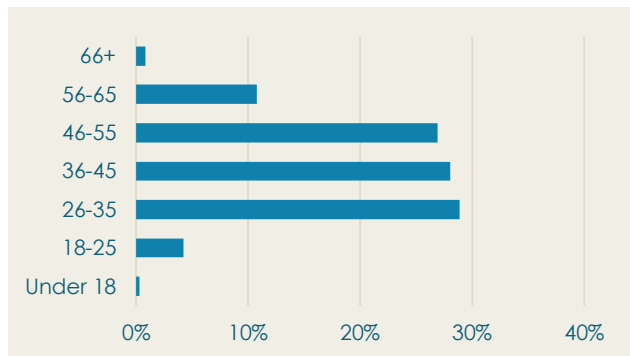
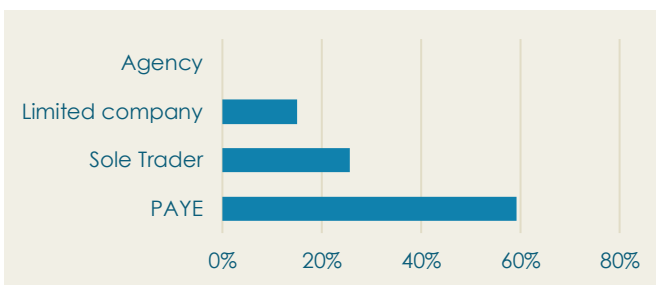
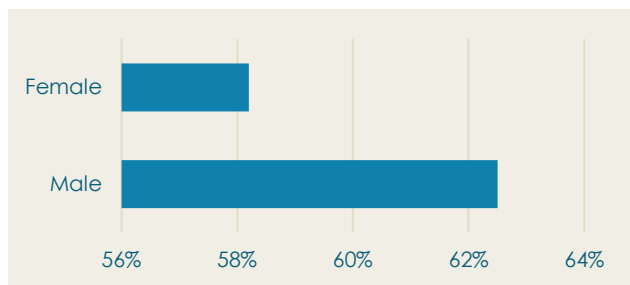
Challenges of alternative working models

Rank the following challenges you believe could impact the implementation of alternative working models. (383 responses)

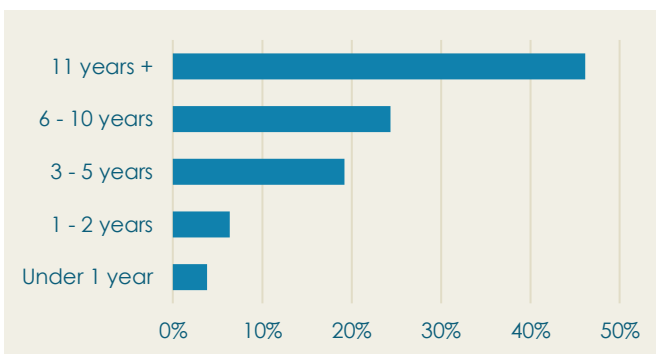
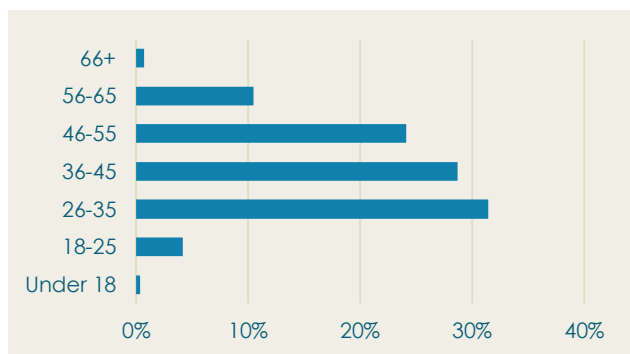
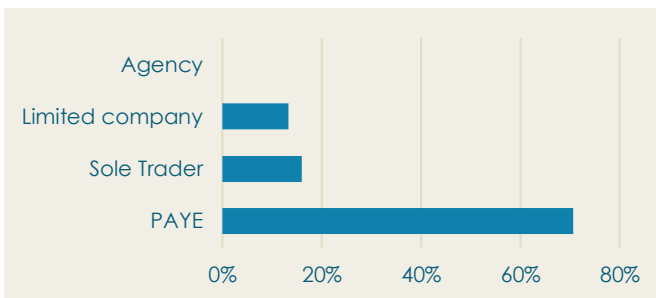
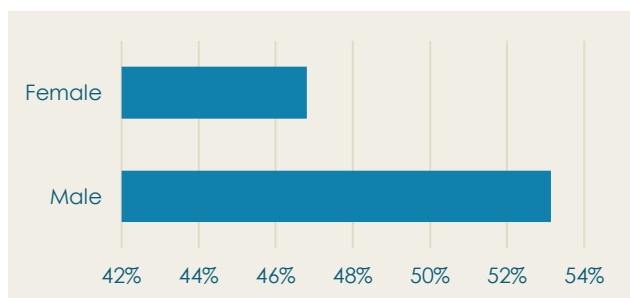


Challenges of alternative working models

Willingness of employers

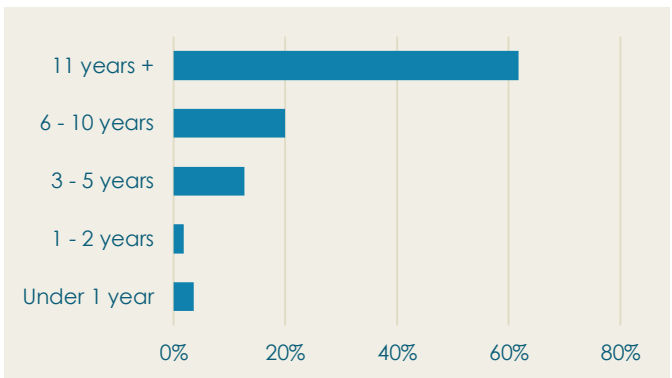
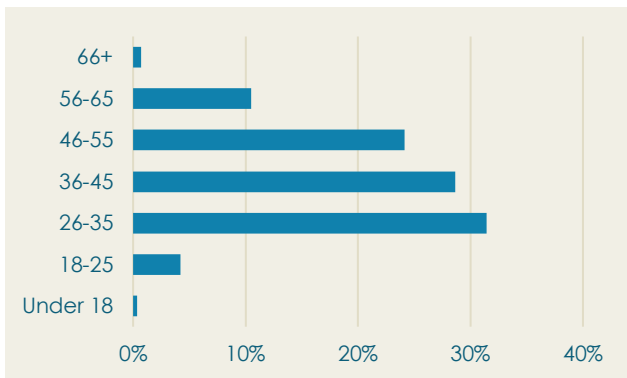
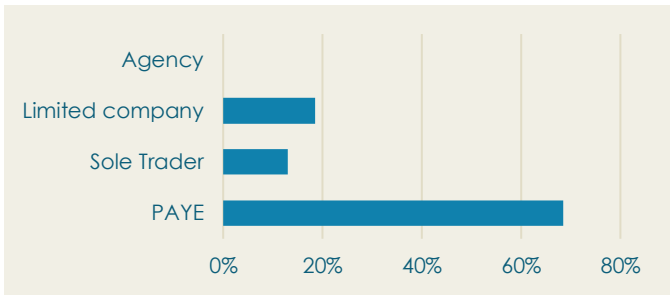
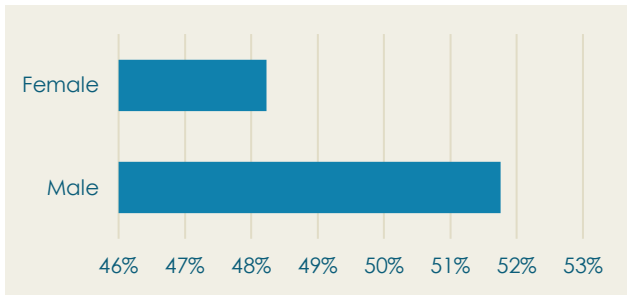


Pay

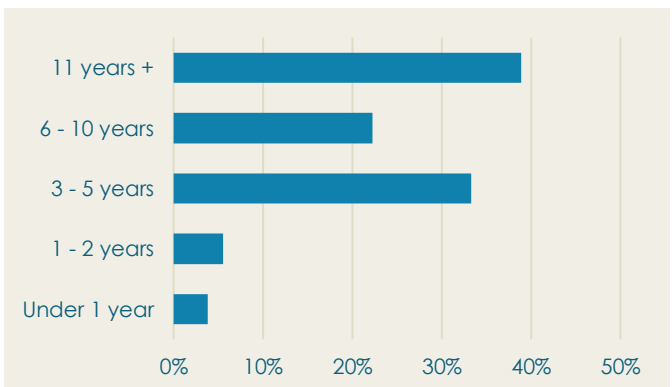
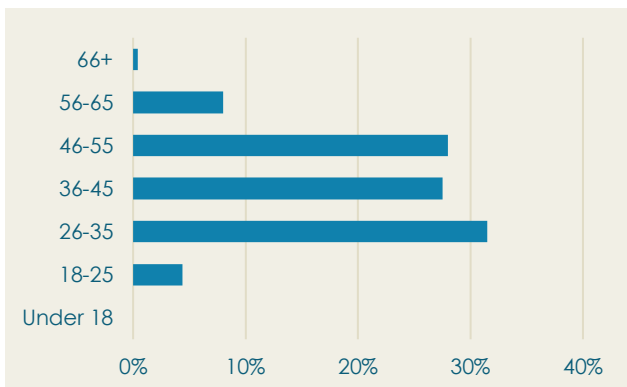
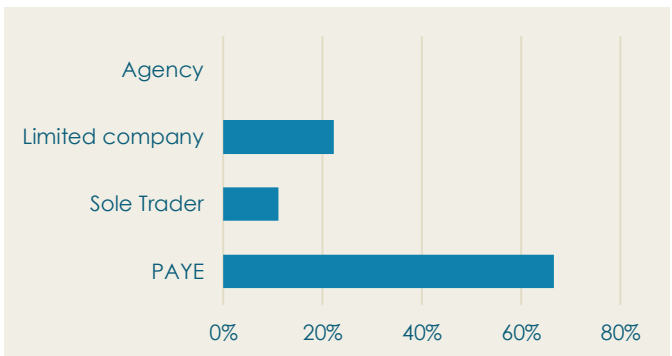
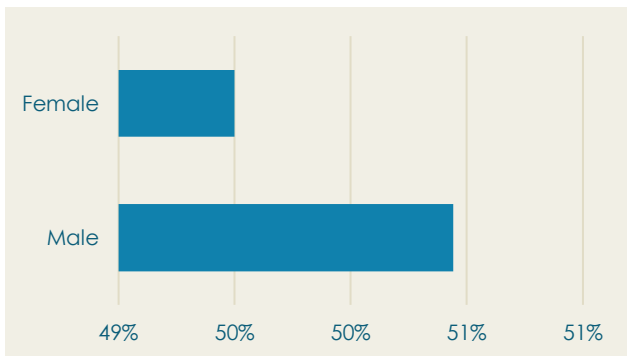


Challenges of alternative working models

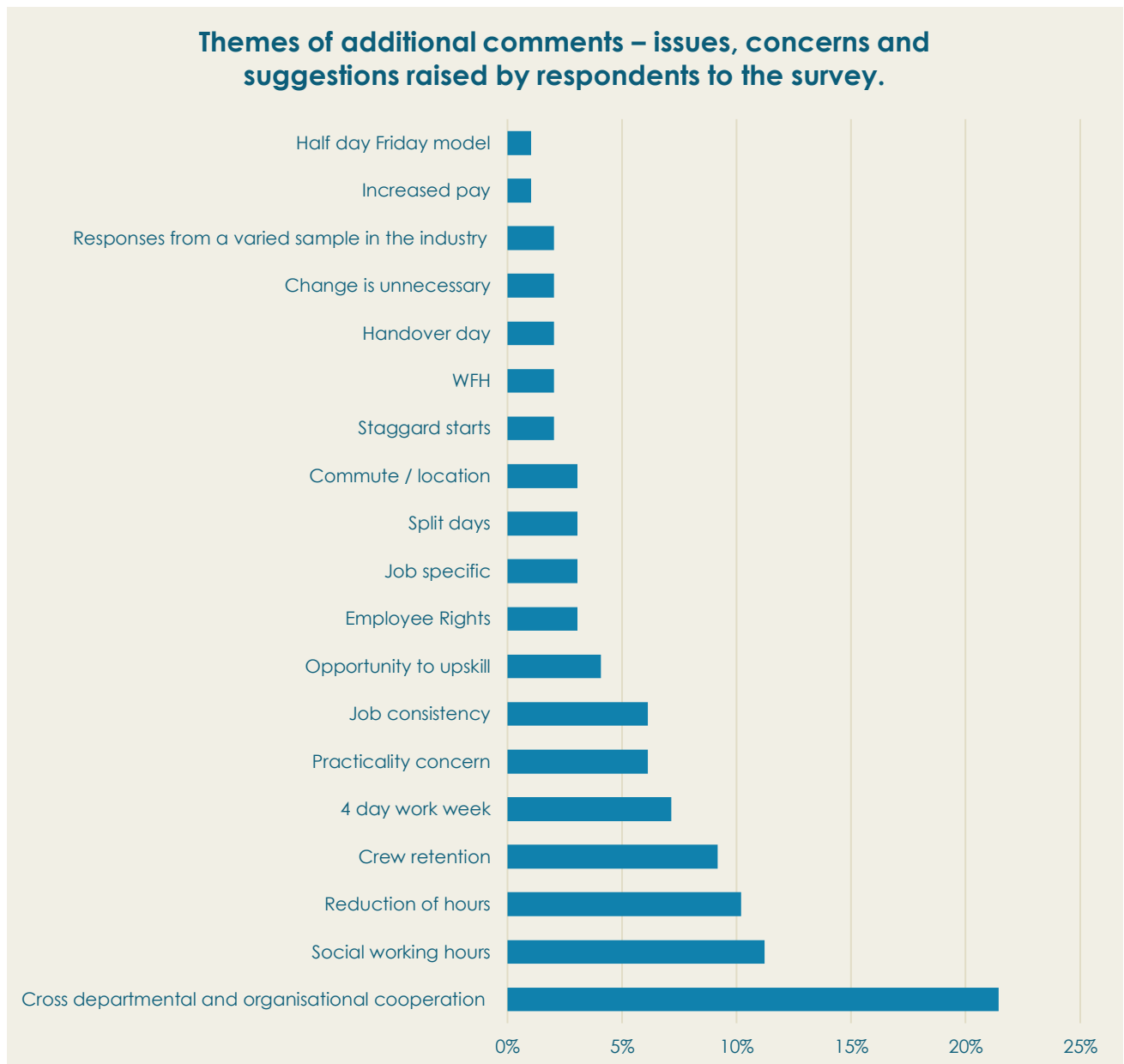
Resourcing (finding crew to cover your reduced hours)



Career Impact



Challenges of alternative working models



Conclusions

Conclusion

1. This research survey had a positive response rate with the numbers responding consistent with the SGI 2022 survey evaluating the impact on working hours.
2. On review of the survey demographics there was a good spread of responses across the demographic profile when reviewed by gender, age, length of time in the industry, department and employment status.
3. The survey findings were consistent with the views expressed during the focus group and panel discussion.
4. The findings provide the view that the majority of respondents believe their professional role is suitable to alternative working models. Respondents from all departments, excluding one, believe this was possible with variability by the various demographics. There was a general view expressed and recognition that not all roles would be suitable for alternative working models. This is normal in most sectors.
5. Alternative working models can take different forms. The respondents and participants indicated that the different models such as reduced hours, job sharing, and compressed working week could support improved staff retention, attraction and overall job satisfaction.
6. There is an openness to reduced working hours with almost 80% of respondents willing or willing to consider reducing their hours and pro-rata pay to enhance their work life balance. This reinforces the importance and impact of working hours on the sector as identified in previous research.
7. Respondents' considerations in reducing their hours are primarily focused on the departmental and organisational impact as well as financial concerns. This highlights the commitment the respondents have to the broader sector and their colleagues. Similarly, for those that would not consider reducing their hours the reduction in wages was the primary concern. This was further reinforced during the engagements with the inconsistent and unpredictability of incomes a significant factor and concern.
8. The benefits of alternative working models indicated from respondents include health and well-being, childcare / caring responsibilities and spending time with family and friends. A more structured life is also considered important. Therefore, addressing these issues in the short, medium and long term will be crucial in the continued development of a sustainable sector.

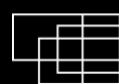
Conclusion (contd.)

9. The adaptability and agility of the sector were referenced during the engagement discussions; and there is confidence that the sector can make changes to accommodate a new way of working. These changes, whether by evolution or through legislative change will require consideration in the (short term) future.
10. Employers' willingness to embrace these changes was highlighted as the greatest barrier to implementation. Examples of the sector embracing these changes were provided from other jurisdictions and anecdotal evidence of such models already in operation in the Irish context. These included job sharing and part-time working. Willingness, coupled with competitive pay and resourcing, will be essential in enhancing the sustainability of the sector and the employee experience; both essential for the continued growth and future of the Irish tv and film industry.
11. Building confidence in the ability of the sector to embrace alternative working models through case studies and working examples will be important to ensure the confidence of stakeholders can be garnered. Lessons learned and practical application guidelines and frameworks could support the implementation of these alternative working models across the sector.

Actions for Consideration

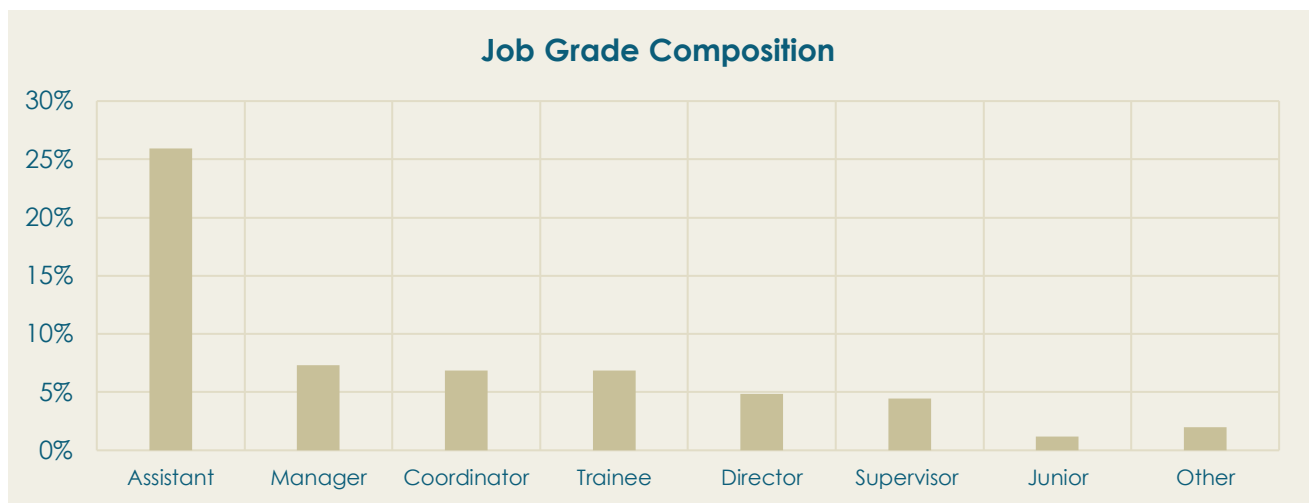
1. Given the importance of alternative working models highlighted by the research, consideration to be given to funding further research focused on practical implementation of alternative working models in the sector.
The outputs of this research in the form of case studies with lessons learned would be important in building trust and confidence in the models and corresponding processes.
2. Consideration be given to the development of a principles / framework document to support the various alternative working models. This document will focus on both the employer and crew perspective and provide useful information on how the models could work, operating principles and process requirements.

Appendices



Appendix 1

If you believe your job role could be suitable to one of the alternative working models, what is the specific job grade (job title)?



Appendix 2

Job Grade / Job Title	No. of respondents	Job Grade / Job Title	No. of respondents	Job Grade / Job Title	No. of respondents
Editor	28	Assistant Director	9	Production Buyer	5
Assistant Location Manager	11	Assistant Sound	8	Co-Ordinator	5
Production Manager	11	Line Producer	8	Gaffer	5
Production Co-Ordinator	10	Assistant Art Director	6	Makeup Artist	5
Art Director	9	Graphic Designer	6	Electrician	4
Assistant Camera	9	Location Manager	5	Location Assistant	4

Comments

If you would consider reducing your hours, what would be important considerations in helping your decision?

“What supports are there to make sure the job is done correctly and that expectations are shifted based on the number of hours worked and paid for. Making sure everyone is on the same page about what can be achieved if hours were reduced (not being expected to fit a 10-hour day into an 8- hour day)”

“My own health, and work life balance. Working long hours is not good for you.”

“Work 4 days with more hours”

“I would need to be assured that those hiring me would not see it as a negative or make them consider employing someone who can do the role full time.”

“Work security is a major factor, I would happily work reduced hour is I knew I was working 50 weeks a year.”

“Working within the restrictions of childcare and my husband's odd working hours I'd need to have flexible start times and home times.”

“The work would still be completed to a satisfactory standard, that people would respect when people are on and off the clock”

“The flexibility of the production to allow job sharing”

“How much of an impact would this have on my overall salary.”

“That there would still be enough shoots throughout the year to make job sharing financially viable.”

“Potential for job sharing would make work more accessible for artists who have children”

Comments

Details of why you think your role is not suitable for an alternative working model

"On set SFX crew required for shooting hours. Limited flexibility"

"As HOD we need to be available each day to organise crew, materials, schedules standby at times and for the fact se work for other departments. The only option that I can see to reduce working hours is to allow for longer prep and Reduced shooting hours per day but a longer schedule. The rates would reduce as we would do less hours but we would be on for longer. "

"On site presence required - for morale of team, face to face accessibility by team, collaboration with production and general management of project"

"I feel my role specifically wouldn't work for reduced hours/compressed hours/part time/staggered starts because if the production is shooting I need to be there so whatever hours the production as a whole is doing I think I would have to be present but job sharing could definitely work and I would love to see it happening as a woman thinking about the future and the possibility of having children"

"I think some of the working methods could work but it really depends on the production."

"I'd spend too much time sharing the info I got when the other person wasn't there"

"As a production designer sharing the design doesn't seem feasible to me"

"The sharing of newly developed relationships with ongoing regular contact required make it difficult to only work part time as a production approached shooting."

"It's very dependent on personal knowledge of existing rhythms of the set and cast and crew. If you aren't present for the whole shoot day/week you miss out on necessary information that isn't easily explained or transferred"

"Too pressurised, not enough time available in the first place"

Comments

Details of why you think your role is not suitable for an alternative working model

"On set SFX crew required for shooting hours. Limited flexibility"

"Speaking to a good balance of Men & women in the industry"

"As we are all freelance there is a general feeling that if we don't work full hours/in person someone else will."

"Many of us opted to work a 3 or 4 day week. My quality of life and that of my family was significantly better for this time. The take home pay was not that much less - either. It would be amazing to have that work option in the industry going forward."

"Avenues to training for upgrading and expanding skill sets"

"I believe that a 40 hour 4 day working week is possible in this industry. Rates could be negotiated on a 50 hour basis and then reduced by a fifth to determine fair rates for the 4 day week. The issues I see are rental costs and how they change/do no change, and also if it will make the Irish industry less attractive to foreign productions."

"Seeing so many other industries moving to a 4 day week and the massive positive impact that has had for work/life balance and mental health has made me reconsider the amount of hours we do work and how much of an impact that has. Our days are already so long (and longer for other departments) however that I don't see how this is feasible for us to achieve."

"Just to make sure every department get a voice please"

"Not all positions within the industry would benefit as there is not always the people to fill the roles."

"Please consider disability. Maybe people who I know and myself find it extremely hard to continue to work in this industry because it does not meet our needs. Our home can meet them and will help ease difficulties we have"

"I think scheduling is a major area that needs more attention and perhaps more training is needed in this area."
