

OCCUPATIONAL SEGREGATION CONTRIBUTES TO THE CHEF SHORTAGE IN THE HOSPITALITY SECTOR

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THE CHEF SHORTAGE CRISIS 2022—A RECURRING TALE

PRE PANDEMIC 2015-2019

2015 EFGSN highlighted the skills shortage in all chef grades.

2018-2019 industry stakeholders cry for help.

2019 RAI submission to the Oireachtas Committee.

POST PANDEMIC 2022

Failte Ireland's report '*Tourism Career: Labour Research*' (Feb 2022), estimated that 88% of employers had difficulty finding chefs.

Failte Ireland report '*Tourism Barometer, Strategic Research and Insights*' (May 2022).
Survey results: 86% of restaurants and 82% hotels with recruitment difficulties were struggling to find chefs.

RAI (Restaurant Association of Ireland) ongoing media coverage highlighting the chef shortage from restaurant owners' perspectives.

PROPOSED INDUSTRY SOLUTIONS

- RAI Mass production of work permits -> importation of non-EU labour Non EU Chefs, Recruitment Drive/Mission to Non EU countries similar to that of the 1990s. Reintroduction of old style Cert chef training courses.
- Failte Ireland *'Tourism Career: Labour Research'* (Feb 2022)
 - Recommendations: Better pay and working conditions.
- Failte Ireland *Tourism 'Barometer, Strategic Research and Insights'* (May 2022): Some business positively embrace recommendations of increased pay and 4 day week with some degree of success.

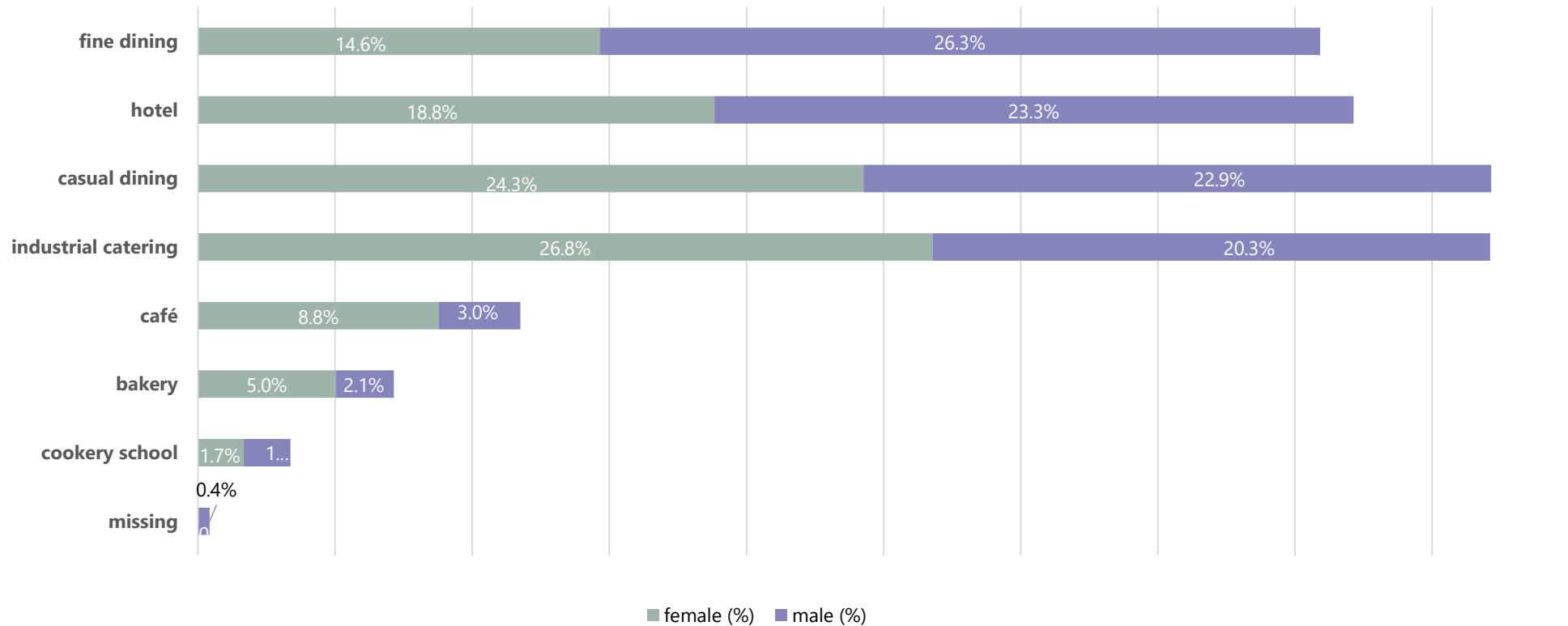
However major recruitment chef shortages remain June 2022

PRE PANDEMIC OCCUPATION SEGREGATION

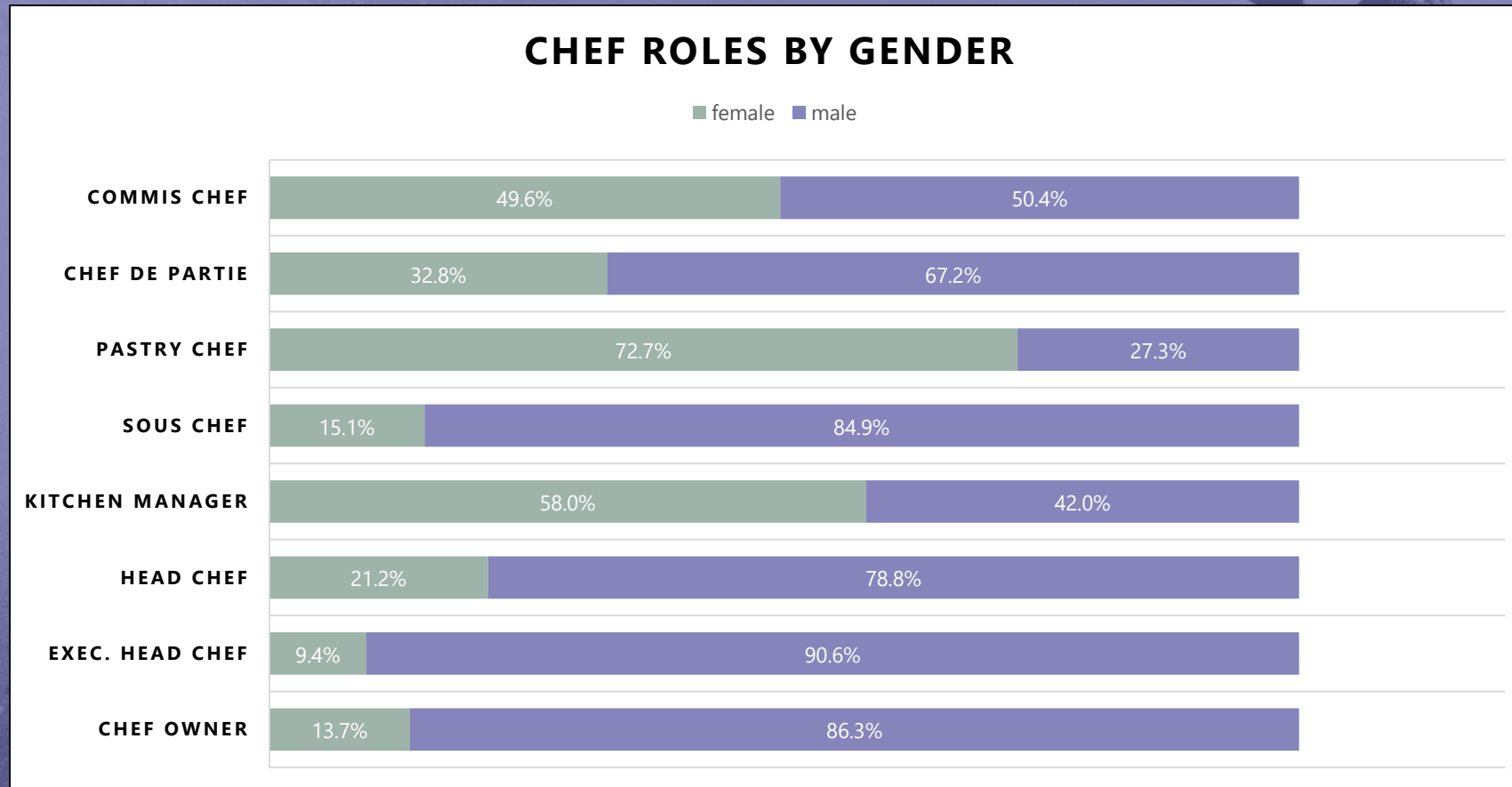
- CSO 2016 statistics: 31% female: 69% male
- A typology of chef working environments
- 2016 gender equality chef survey – a key objective was to establish a gender breakdown of chef roles/grades and work environments
- Weighted survey results
- Accuracy evaluated - CSO statistics on chefs released in 2018
- Results – for the first time clear picture emerges

HORIZONTAL SEGREGATION

GENDER BREAKDOWN OF CHEF POPULATION WORKING IN EACH WORK ENVIRONMENT



VERTICAL SEGREGATION

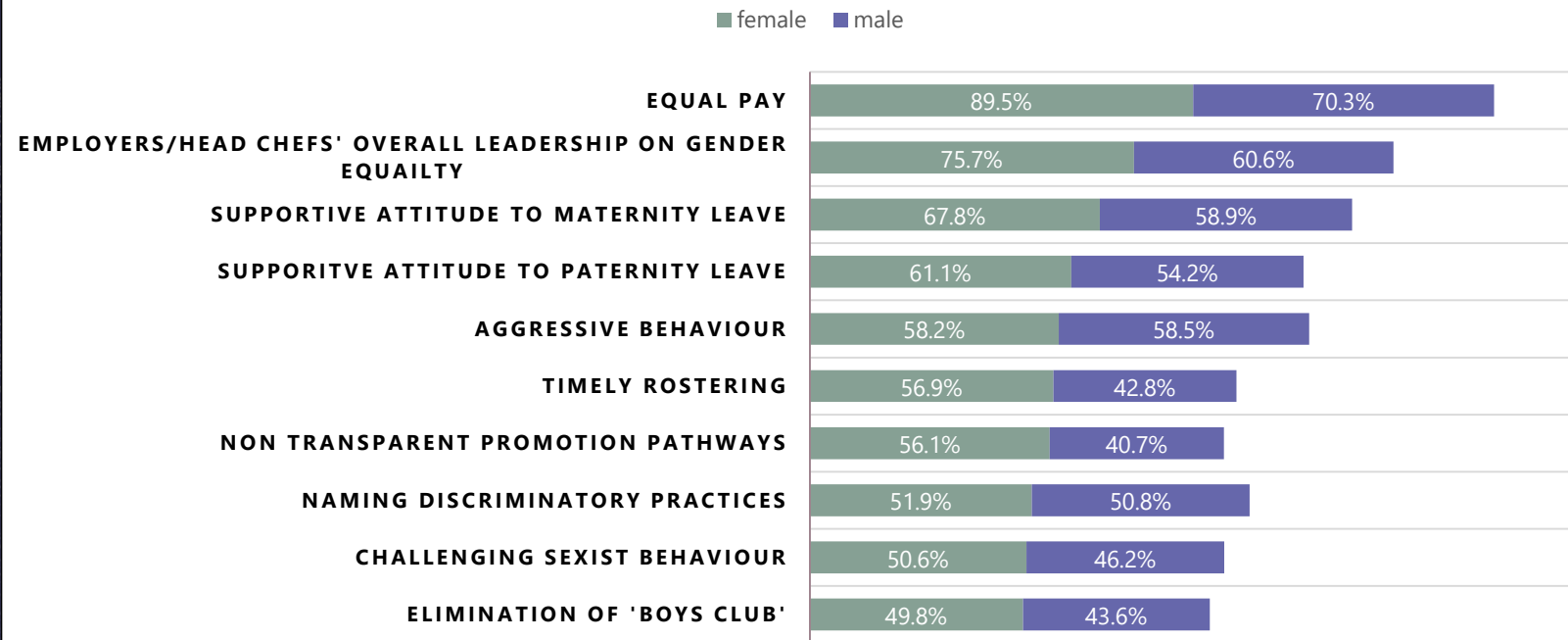


WHAT DOES THIS ALL MEAN?

- CUL DE SAC CAREERS
- LOWER GRADE - POOREST PAID JOBS
 - UNATTRACTIVE CAREER CHOICE
 - REINFORCING MALE HEGEMONY OF CHEF LABOUR MARKET
 - LIMITING THE CHEF LABOUR FORCE

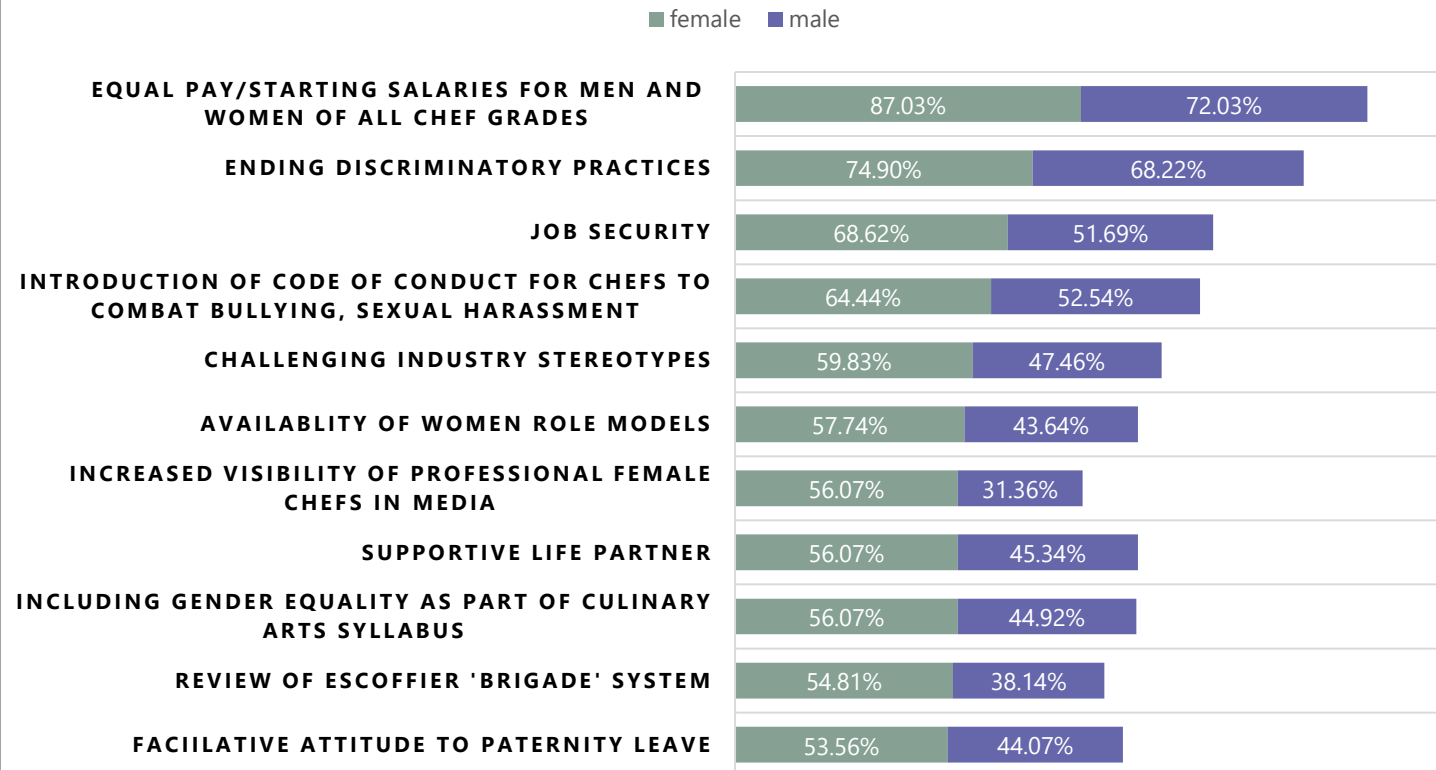
WHY IS THE HAPPENING?

BARRIERS TO GENDER EQUALITY



WHAT HAS TO BE DONE TO CHANGE THIS?

FACTORS THAT ENHANCE GENDER EQUALITY



CONCRETE STEPS FORWARD-PART OF THE SOLUTION

EQUAL PAY

- **A national pay rate guide for all chef grades** perhaps linked to inflation and a specific one for the Dublin region? This at least ensures a minimum standard for all grades. This will also ensure that immigrant chefs are treated fairly with respect to pay and not taken advantage of.

LACK OF CAREER PROGRESSION

- **A national data base for chef roles and grades and monitor.**

KITCHEN CULTURE **Bullying, sexual harassment and workers rights**

- **A national standardised gender inclusive code of conduct** for all professional kitchens
- **An independent complaints oversight body** to address any issues within the profession.

BY NOT DIGGING DEEP ENOUGH INTO THE
STRUCTURAL ISSUES THAT LIMIT WOMEN'S ACCESS
TO CAREERS, THE CHEF SHORTAGE WILL CONTINUE
AS AN EVER PRESENT CRISIS!

Thank you for taking the time to
listen and I welcome your
questions