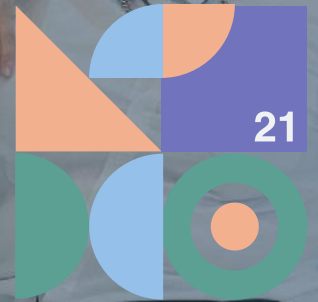




#Diver{Se}curityReport21

20

Diver{Se}curity Report



21

FULL SURVEY RESULTS

Cyber Awareness Ireland

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WELCOME

#Diver{Se}curityReport21

2021 marks the inaugural Diver{Se}curity Report. The origins of this report started back in October 2020 when a committee meeting of cyber professionals turned into a discussion of areas within the industry we would better like to understand.

We discussed if women were feeling the burden of COVID-19 more than their counterparts? Why are we still seeing so many all male panels? The same panels that rarely seem to include anyone outside of CEO's, with little sight of diversity even when topic being discussed IS diversity! Why are there still so few women in the industry in Ireland? Why is burn-out a big problem for us? and are we really doing our best to attract the talent we need?

We knew there was only one way to get those answers and there our journey began. We developed several spokes to help us assist the security industry in Ireland. The overarching umbrella is the Diver{Se}curity Project which holds the Diver{Se}curity Survey, Diver{Se}curity Pledge and the Diver{Se}curity Toolkit. The aim of Diver{Se}curity Toolkit is to build a more attractive industry for newcomers to be drawn to, an industry that is welcoming and inclusive and aids people to stay. Each chapter of the toolkit is broken into three sections; Immediate, Meaningful and Sustained Culture change. Topics such as retention, flexibility, the broken rung, office housework, {In}visibility, quotas for boards and burnout are explored. The content has been developed to assist people at all levels of the organization, from individual contributors to managers and directors up to C-Suite. The Diver{Se}curity Toolkit is a vehicle for us to delve deeper into each of the chapters contained in the Diver{Se}curity Report.

The Diver{Se}curity Project Team are also very proud of our recent nomination for 'Diversity and Inclusion Initiative of the Year' in the Women in Tech Excellence Awards. Lets keep pushing for positive change in 2021.



Joanne O'Connor

**Diver{Se}curity
Project Lead**

Joanne O'Connor

VISUAL EXPERIENCE (VX)

We want readers and consumers of the Diver{Se}curity Report to have an enjoyable visual experience (VX).

We do not follow the school of thought that deems reports to be a text heavy, cumbersome experience for readers. We know that humans process visual information better than textual information - therefore creating a visual report with the aid of a storytelling approach was of paramount importance to us. People remember 10% of what they read, 20% of what they hear and 80% of what they see - this gives us enough confidence that a visual format is true to our approach.

Our main objective with the Diver{Se}curity report is to start a conversation around the topics covered and make steps toward positive change. This report details the findings of the Diver{Se}curity survey and aims to present that data to the reader in a visual, infographic format. This report does not follow standard report publishing rules and is not intended to conform to academic writing standards.

We want our data to be;

- engaging
- easily understood
- logical
- simple



CC-BY-NC

Most importantly we want the data to allow you to draw your own conclusions. We do not intend to tell you what they data should mean to you.

INTRODUCTION & BACKGROUND

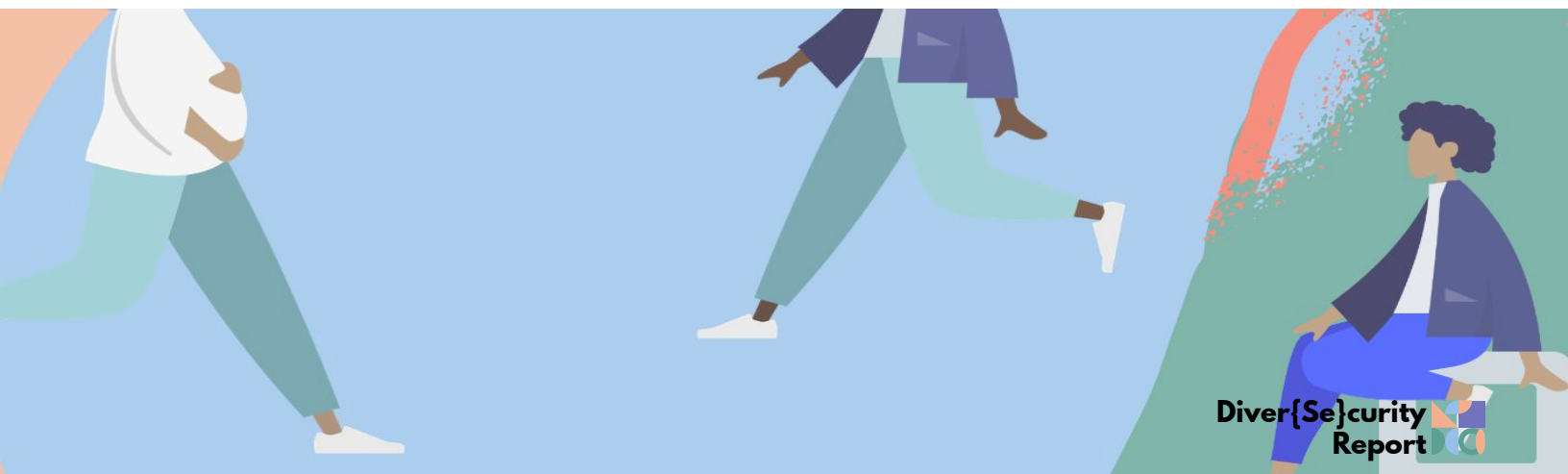
#Diver{Se}curityReport21

Welcome to the Diver{Se}curity project. We noticed a gap in the area of diversity, inclusion, equity and belonging in the cyber security space in Ireland. This topic is often discussed in media referencing data from other countries, our survey results captures data from the Irish population and sets a baseline for this important topic. We hope to build on results with new data in the coming year so we can compare and hopefully track the path to positive change.

According to CIPD (Chartered Institute of Personnel and Development) "*Promoting and supporting diversity in the workplace is an important aspect of good people management - it's about valuing everyone in the organisation as an individual. However, to reap the benefits of a diverse workforce it's vital to have an inclusive environment where everyone feels able to participate and achieve their potential.*"

In an ideal world, we want everyone to be thinking about diversity, inclusion, equity and belonging at every stage from job advertisements, recruitment processes to mothers rooms, expectant mother car parking spaces and inclusive and accessible office building design. The only way to achieve this ideal position is to explore where we are making promising progress and where we are seeing challenges.

The survey results explore important topics including retention, working families, attracting women into the industry, DfE&B, burnout and the gender pay gap. Looking at these six core areas will allow us to identify the areas that need more focus. At the end of each chapter you will see a promising and challenging summary page - highlighting the items we need to celebrate and where we must focus extra efforts as we progress into the future.



DIVER{SE}CURITY PROJECT TEAM



LOUISE
O'HAGAN

Author, Researcher &
Statistics



LOREN
O'DRISCOLL

Author &
Researcher



ROSIE
COFFEY

Author &
Researcher



JOANNE
O'CONNOR

Author, Report Design
& Project Lead



CLODAGH
QUAIN

Commentary



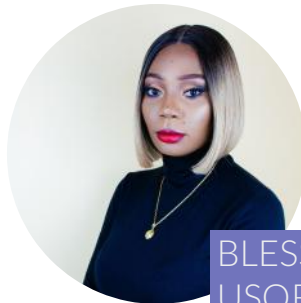
AIDAN
WHELAN

Commentary



ANE
BENITO

Marketing



BLESSING
USORO

Proof Reader

ABOUT THIS REPORT

#Diver{Se}curityReport21

We aim to develop and protect the Diversity, Equity, Inclusion and Belonging of persons as outlined in the Employee Equality Act 1998–2015; this pertains to; Gender, Civil status, Family status, Sexual orientation, Religion, Age, Disability, Race, Member of the Traveller community. A person's background should not affect how they are treated. To ensure every person is treated equally there needs to be an increased understanding of how organizations are performing in relation to hiring, managing and maintaining the day to day human side of the business.

Research Objectives

The 2021 Diver{Se}curity Report aims to understand:

- The attracting, hiring and retaining of talent in the security industry in Ireland.
- The diversity and inclusion efforts of organizations.
- The progress in relation to supporting working families.
- The effects of burnout within the industry and mitigations.

Data Gathering

A quantitative self report survey was used to gather data. We created the survey after primary desk research in the area. Demographic information was recorded. There were several sections - hiring, pandemic burnout, diversity, inclusion, inequity and belonging, support for working families, retention, education and work. The survey was created on google forms. A pilot test was then run with and some of their contacts. The survey was promoted on social media accounts to the public and sent out via email to gather participants.

Acknowledgements

We would like to thank all of the participants who took part in the survey. Thanks to Cyber Ireland and a special thank you to the members of The Diver{Se}curity Project Team who invested many hours making the report a reality. A further special thank you to MTU and the 3rd year business students who spent their internship working on the Diver{Se}curity Survey and Report.

Commentary

noun

an expression of opinions or offering of explanations about an event or situation.

Ability to Attract Women

The attraction of women into the Cyber Security field matters. Not only is an equitable workforce a human rights and social justice matter, but studies also show that diversity drives better decision making, productivity, creativity, and ultimately business outcomes. Businesses with a healthy balance of men and women are 21% more likely to outperform their competitors. The advancement and support of women in cyber careers is key to maintaining diversity within the cyber industry in Ireland.

The Cyber Skills 2021 report highlighted the significance of the cyber skills shortage that exists in Ireland. The data showed some concerning stats regarding the makeup of cyber teams in Ireland with 25% of respondent's teams male only, and 42% male dominated. 27% of companies reported difficulty in retaining women in cyber roles. The Irish cyber industry needs more creative and diverse ways of thinking to maintain its competitive edge internationally, and the attraction of women into cyber roles will have a fundamental impact on the success of the cyber industry in Ireland into the future.

What our data indicates is that some of the fundamental steps that organisations need to take to attract females into cyber roles are not being as considered as they could be. Simple measures like the use of gender quotas on interview panels is cited by only 25% of respondents, and only 10% of respondents cite the use of gender quotas in relation to hiring in their organisation.

Quotas are an effective mechanism to ensure diversity in decision making on recruitment panels. Development of retention plans and applying a gender lens to workforce planning and succession planning will ensure support for women's cyber careers to thrive. Next steps are available for organisations who wish to avail of more practical resources and concrete tips to improve the recruitment, hiring and retaining of women in cyber security from the continuously growing resources developed by CWI know as the 'Diver{Se}curity Toolkit'.



Rosie is the Head of Enterprise Architecture & Committee Member of Cyber Women Ireland.

10%

of respondents said their organisation have gender quotas in place in relation to hiring.

Stop the Burn

Burnout is an “occupational syndrome”, not a medical condition, according to the World Health Organization (2019). Successfully managing employee burnout in the workplace can start small, with awareness but also flexibility in the working day. Not addressing high stress levels until they reach burnout comes at a cost as it may result in a leave of absence, withdrawal or resignation.

The 2020 McKinsey Women in the Workplace Report indicates that senior-level women are significantly more likely than men at the same-level to feel burned out. Almost 3/4 women cite burnout as a main reason to consider downshifting their role or leaving the workforce due to the pandemic.

The results of the Diver{Se}curity survey showed that during the pandemic 67% said they were unable to switch off and separate home life from work life. Organisations positively came through with majority support for their employees during this time with 69% offering flexible working hours. A focus area for organisations going forward may be to look closer at encouraging people to take time out for mental health wellbeing. 57% said their organisation did indeed encourage employees to take the time they needed, but we still see 43% of organisations who may need to be more vocal around this topic and the importance to their employees of mental wellbeing. The least favorable scenario is for time off for wellbeing to be stigmatised. In fact, taking that proactive approach before a burnout situation is one of the smartest moves one can take.

Employers can positively influence and change perceptions around wellbeing at work by modelling examples. This may mean taking breaks as a manager to embrace the habits you want your team to foster. In short, if you don't change the perception of wellness at work, how can they?



69%

said their organisations offered flexible working hours during the pandemic.

57%

said their organisation encouraged them to take time for mental health and safety reasons.

CLODAGH
QUAIN

Clodagh is a Policy Analyst &
Committee Member of Cyber
Women Ireland.

Inclusion Revolution

Diversity in the workplace is a historical problem that still infiltrates organisations today. McKinsey (2020) report on diversity 'Diversity Wins How Inclusion Matters' states that organisations must pay attention to inclusion, even if they are diverse. Global diversity practice found that organisations with an equal balance of men and women perform 21% better than their competitors, organisations with a 33% mix of ethnic background and teams that are diverse with gender, age and ethnicity make better team decisions 87% of the time.

Diversity covers gender, age, ethnicity, religion, disability, sexual orientation, education, and national origin. Each individual in a workplace has a diverse set of experiences and outlooks. It is important to respect these differences and celebrate them – this creates an inclusive work culture where employees feel they belong. Inclusive organisations means employees are culturally and socially accepted. Everyone is treated the same regardless of their social class, education level, rural/urban upbringing, personality, dress sense and experience.

Together diversity and inclusion create a sense of belonging. This, in turn, gives the organisation the best workers. If we think of Maslow's hierarchy of needs, basic needs must be met before one can perform well (Maslow, 1943). There are benefits to organisations that allow people to have their basic needs met. They can flourish in their work. If employees feel valued, respected, and are being treated equally, they can function to their best ability and are motivated for the success of the organisation.

The results of the Diver{Se}curity survey showed us that most organisations do well with diversity and inclusion; 73% reported that their organisations participate in DIE&B activities, 66% reported championing leaders and role models of diversity in their organisations. 76% reported that their organisation have policies that foster an inclusive workplace. In relation to being themselves in the workplace, a majority 80% feel comfortable being their authentic self within their organisations. The good news is that organisations overall are engaging in DIE&B activities and results indicate these activities are working as the majority of employees feel they can be themselves in work.



LOUISE
O'HAGAN

Louise is a PHD Researcher & Founder of Cyber Women Ireland.

80%

of respondents feel comfortable being their authentic self at work

Paternity Leave

Traditionally, the raising of children has been primarily led by mothers. Over recent years, the change in societal behavior has led to a need for a shift in balance of familial responsibilities. Paternity benefit was introduced in Ireland in 2016 as a recognition of this change. In industry we are now seeing employers follow on from statutory allowances and offer employees additional family friendly benefits, including extended paid paternity leave. As someone who has recently taken the opportunity of extended paternity leave, generously provided by my employer, it was a great opportunity to spend time with my children, and to support my family at an important stage in our lives that I would not have otherwise had.

The Diver{Se}curity report finds that 75% of respondents said their organisation offer paid maternity and paternity leave. This is certainly positive, as employers offering paid paternity leave was traditionally an exception, not the rule. Additional data from IBEC indicates that in 2019 46% of employers topped up the statutory paternity benefit, up from 37% in 2016. There is still a disparity between the rates of enhanced maternity and paternity leaves, but the gap is closing as more employers focus on becoming more 'family friendly'.

The Central Statistics Office report that approximately 45% of fathers who are entitled to paternity leave do not avail of it. This is a concern and one that requires attention. Companies offering such benefits must also ensure that employees are actively encouraged to avail of them. Paternity leave has proven benefits, to families and to society as a whole. Research carried out by the OECD has shown that there is a link between paternity leave and child development, resulting in improved cognitive and behavioral outcomes.

The benefits of paternity leave are manifest, allowing for support of the family unit to be provided, and for better bonding between parent and child. Following on from measures introduced as part of Budget 2021 in Ireland, both parents are now entitled to 5 weeks parental leave from the state. Given the reticence of some people to avail of leave, the onus is on us as a society to continue promote the benefits of it. Financial concerns of parents are real when it comes to taking leave. It is therefore vital that employers continue to offer enhanced leave benefits, topping up the statutory leave where possible.



AIDAN
WHELAN

Aidan is a Cyber Security Risk & Policy Manager.

75%

of respondents said their organisation offer paid maternity and paternity leave.

Retention is not the problem

“The problem is not the women leaving - the problem is what's causing the women to leave.”

Retention of women is a long standing problem, according to the 'Fixing the leaky pipeline & retaining our talent' report. The challenges of balancing work and home life are highlighted in the Diver{Se}curity report data and we recommend the need for greater supports and flexibility being in place while parents, especially women have young families. The aim is to stop the leaky pipeline and assist women traverse that career canyon into mid-late career stages and senior roles.

We need to cease calling retention the 'problem' and pinpoint the exact cause of people falling out of the workforce. We need to understand is it due to lack of flexible working hours? Is it due to equality issues in the work place? Equal opportunities to represent the organisation? Salary inequalities? Fair and equitable compensation? All of these questions *must* be asked of ourselves and our organisations.

This report reveals an emerging issue, it shows women who left a security organisation in the last 5 years cited majority negative reasons as to why, these included 'lack of career progression', 'lack of flexibility' and 'salary'. Whereas reasons cited by those who identified as male were more positive and outlined 'opportunity for career progression'. The exact cause of retention issues will be individual to an organisation, but each organisation needs to look internally to identify and resolve the cause of the leak if we want to move forward and progress on from these issues.



LOREN
O'DRISCOLL

Loren is a 4th year Business Student in MTU and a Diver{Se}curity Project Team member.

91% Respondents cited flexibility in work schedule as an important factor in the retention of women.

79% Respondents said lack of promotional opportunities would prompt them to leave an organisation.

Mind the Gap

Legislation that mandated Irish employers to publish reports on the gender pay gap (GPG) within their organization lapsed with the cessation of the last Dáil. What does the GPG measure? Iseult White of the Independent.ie says "[GPG] is a blunt, top-line number that measures the difference between the median, or midpoint, of men's and women's gross hourly earnings across the entire population. It does not indicate that a man and a woman working in similar jobs in the same sector experience a pay disparity."

The Diver{Se}curity Report has brought us some welcome data in relation to salaries in the cyber security sector in Ireland. While we do not have a full and complete picture - given 48% of respondents who identified as male chose not to share their salary range - we can still take away some interesting insights.

Taking away the 'prefer not to answer' data and looking closer at the nearest salary range, the 81-100k, we see 8% of women in this category in comparison to 19% of men. The salary data of the two groups in relation to those who hold a security specific third level qualification again shows two very different pictures. We see only 6% of women in the 81-100k bracket v's 20% of men. In relation to working parents - the data shows us the majority who identified as female who are parents (27%) sit in the 41-50k bracket whereas the majority who identified as male working parents (20%) sit in the 81-100k bracket.

Pay transparency is an internationally recognised tool in closing the gender pay gap according to the National Women's Council of Ireland. Iceland, Australia, Austria, Germany, Denmark, Belgium and the UK have already paved the way by introducing pay transparency. On the 21st of May 2021 the Gender Pay Gap Information Bill 2019 was passed by Dail Éireann - the amendment requires certain employers to publish information regarding employee pay as it refers to gender. If differences are found, the employers must outline what steps they will take to reduce or eliminate those pay differences - this is a welcome advancement in narrowing the gap.

6% of respondents who identified as female and a working parent sit in the 81-100K salary bracket. Compared to 20% of the male respondents.



Joanne is a Cyber Security Awareness Training Program Manager

DEMOGRAPHICS

1

Demographics

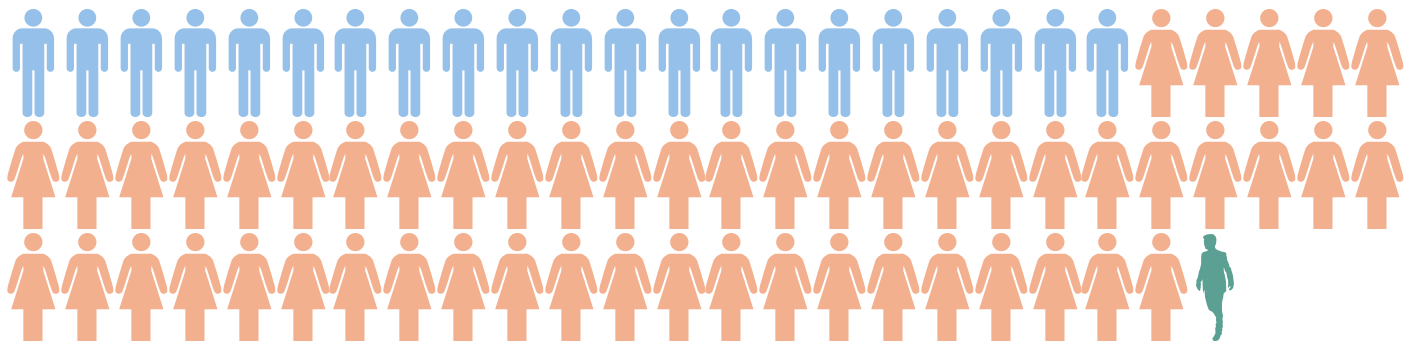
This section details the demographics of the survey respondents.

PARTICIPANT GENDER, ETHNICITY & AGE

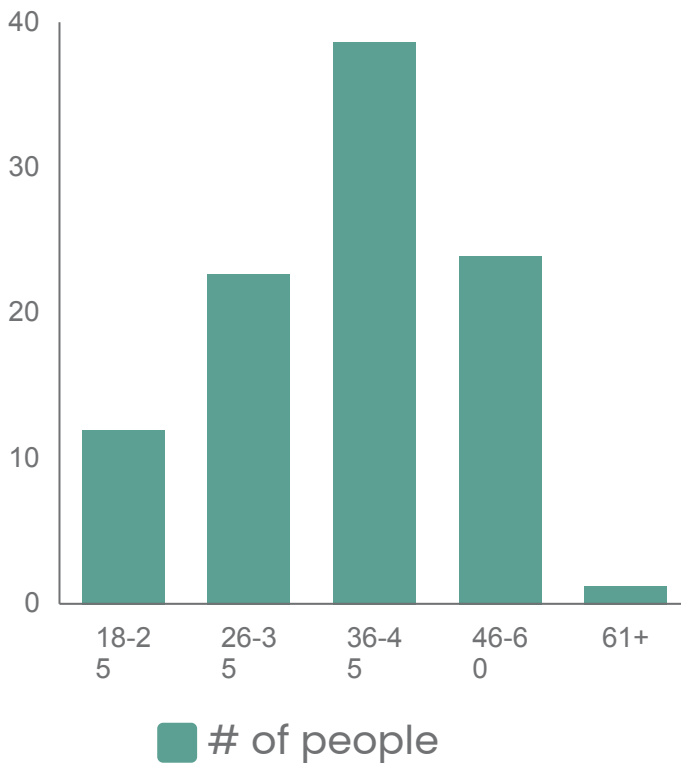
28% Identified
as male

71% Identified
as female

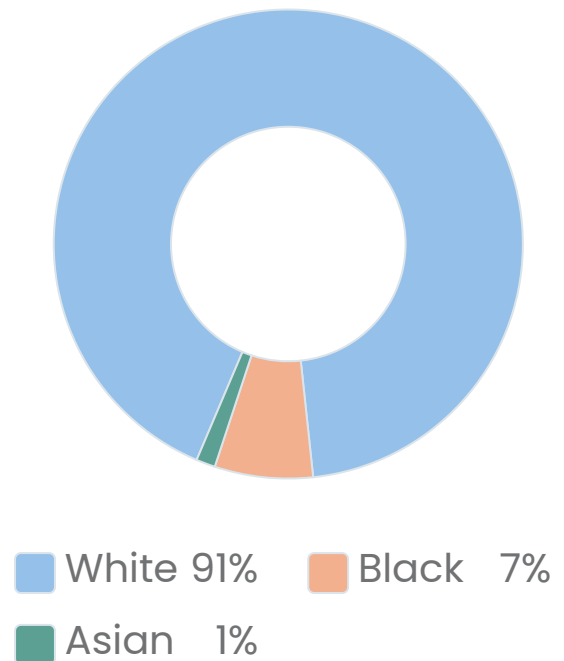
1% Identified
as non-binary



Age Profile



Ethnicity



NON TRADITIONAL BACKGROUNDS

'Non Traditional' backgrounds are career paths into the security industry that would not include roles or subjects included in traditional routes such as I.T, Technology, Computer Science etc.

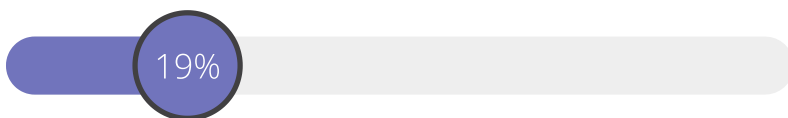


25% of Respondents identified as coming from a '**Non Traditional**' background into Security

Female respondents who came from non traditional background



Male respondents who came from non traditional background



'Non Traditional' career backgrounds included



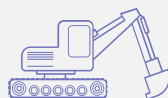
Food Science



Charity Sector



Radio



Building Trade



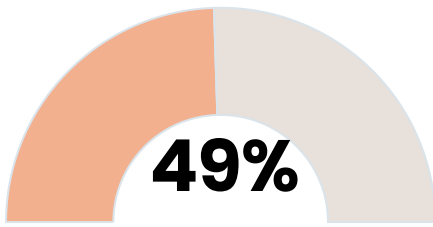
Hair Dressing



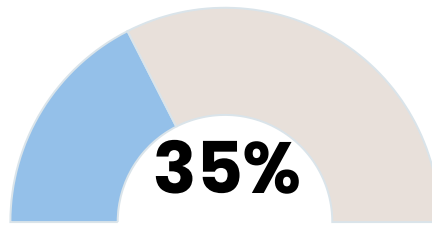
Animal Care

QUALIFICATIONS & INDUSTRY CERTIFICATIONS

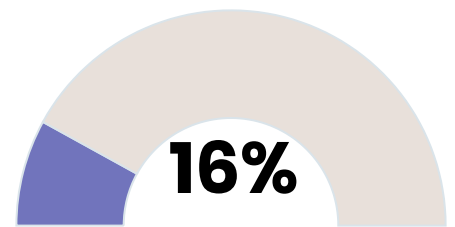
Industry Certification



Respondents who **do not hold one**

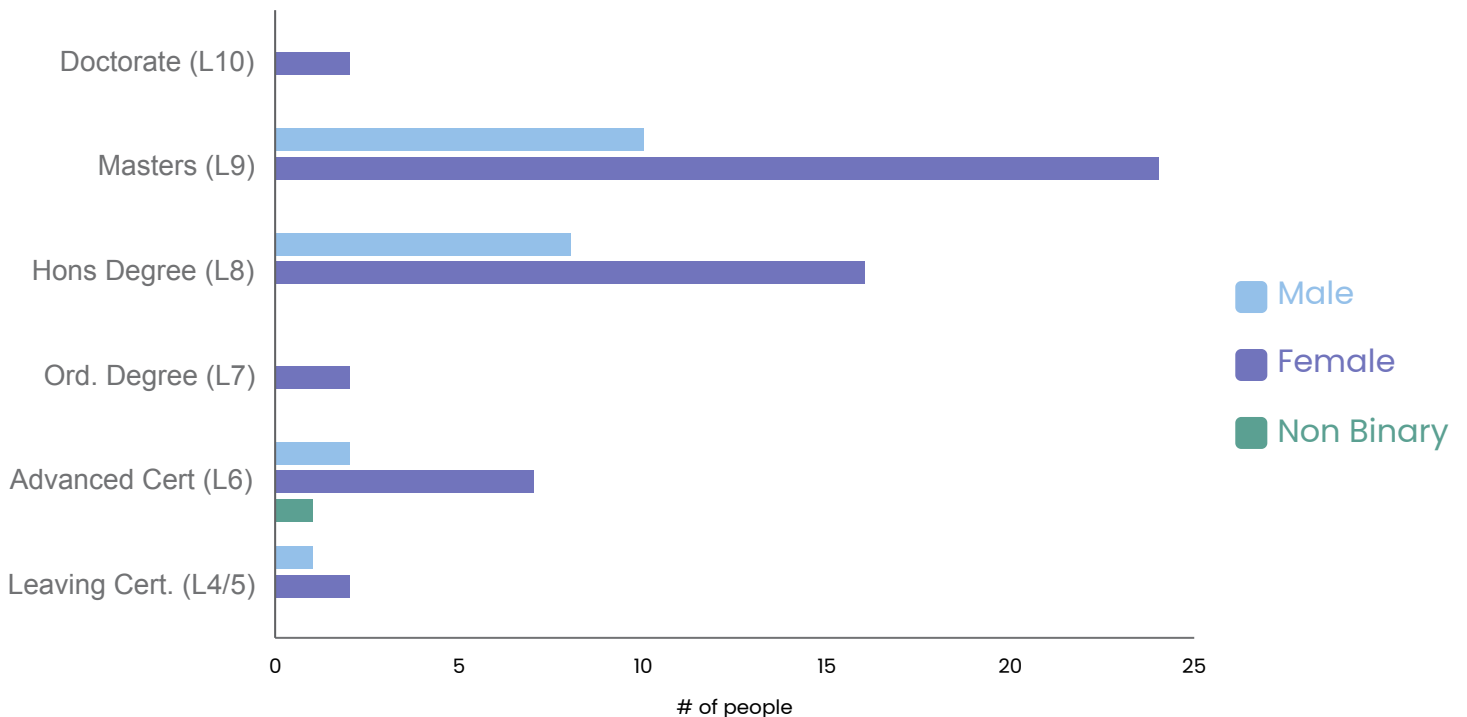


Respondents who **hold one**



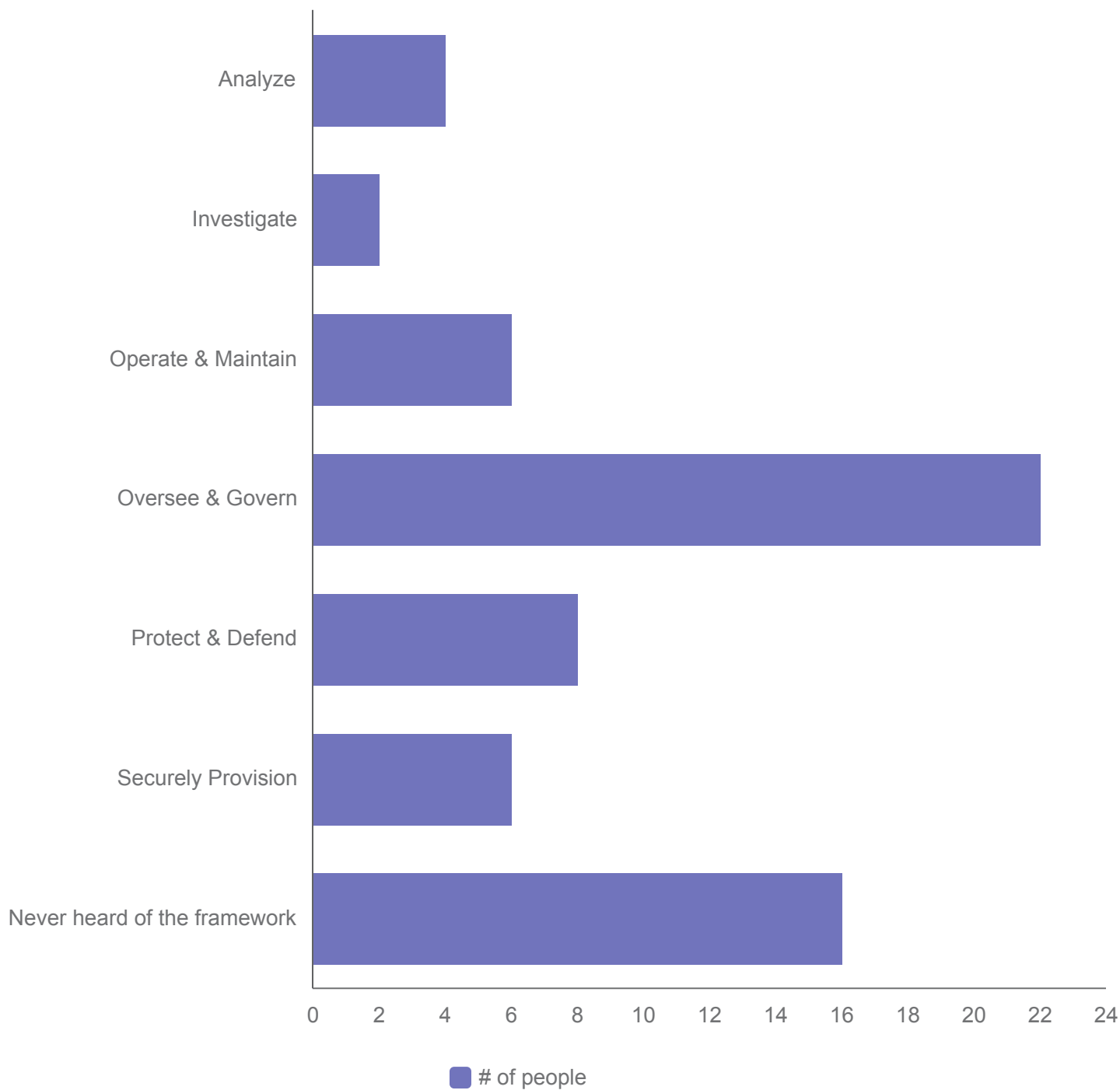
Respondents **currently studying** for one

Qualifications (NFQ)



NIST NICE FRAMEWORK

Respondents who associated with individual areas of the framework



ABILITY TO ATTRACT WOMEN

2

Ability to Attract Women

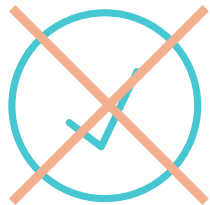
This section details interviewing & hiring processes and ways in which we can improve our ability to attract and retain women.

RECRUITMENT; MINIMUM GENDER REPRESENTATION



25%

of respondents said their organization **does have** a **minimum gender representation** on recruitment panels.



37%

of respondents said their organization **does not have** a **minimum gender representation** on recruitment panels.

Reasons cited by respondents for **not having minimum gender representation** on recruitment panels included;



No however we being asked to keep D&I in mind



They do it incorrectly, as a woman they are more likely to invite you to interview other women only, not represent on all interviews.

GENDER QUOTAS



10%

of respondents said their organization **does have** gender quotas in place in relation to hiring



53%

of respondents said their organization **does not have** gender quotas in place in relation to hiring

Respondents who cited **yes to having gender quotas**; stated the quotas were as follows;



40%



We have Athena Swan but no quotas

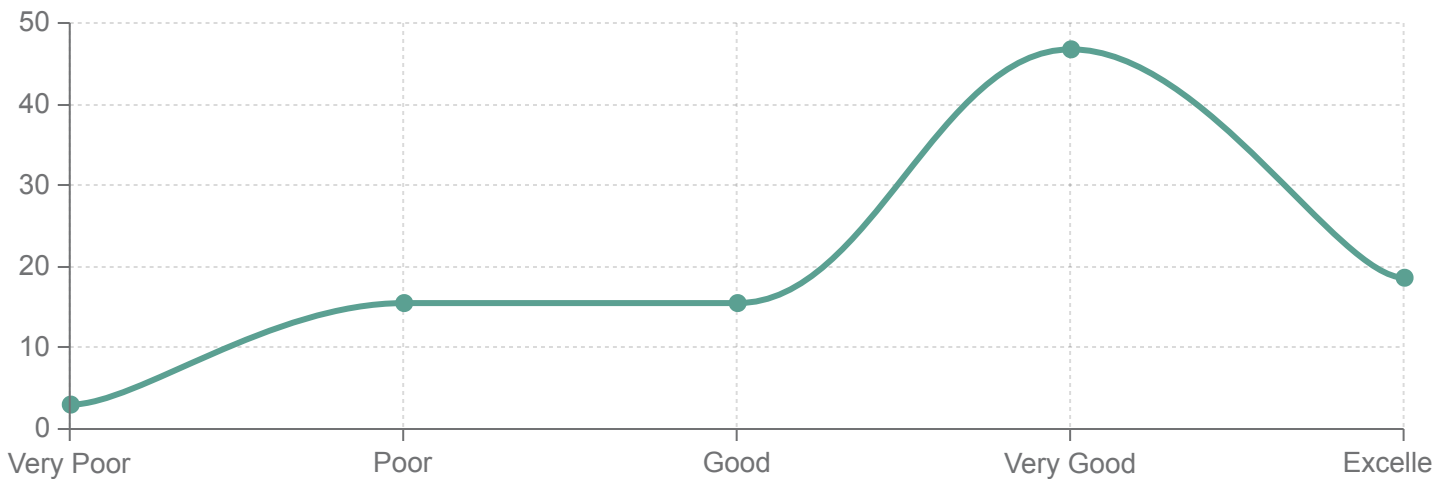


50/50 by 2025

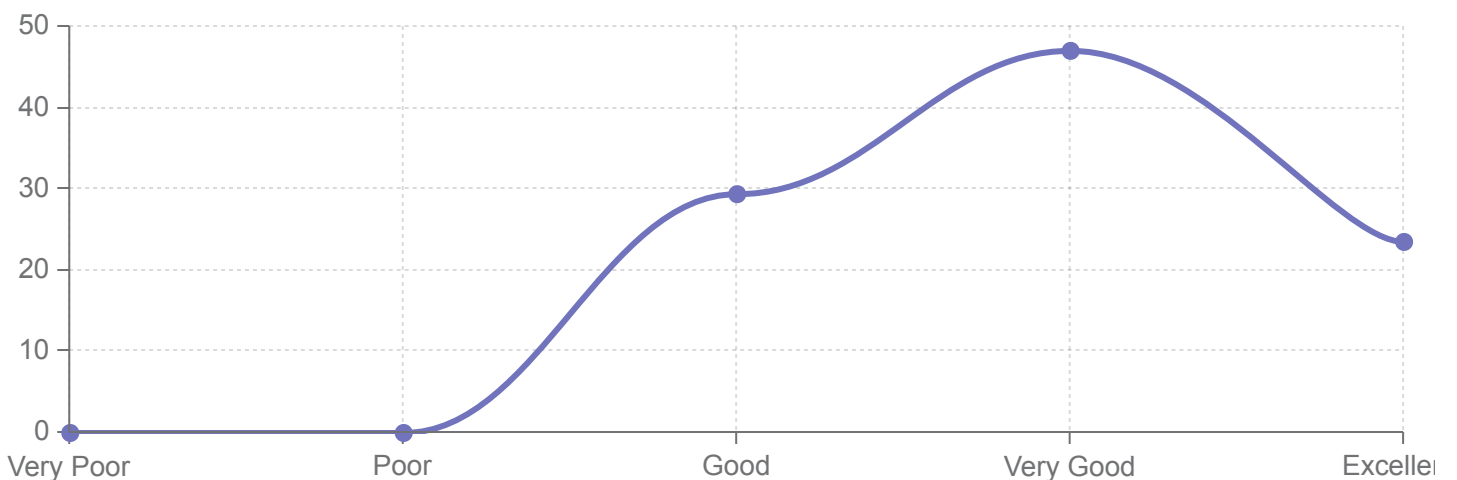


40% at exec level

RESPONDENTS RATING OF ORGANISATIONS EFFORTS TO ATTRACT WOMEN; MALE V'S FEMALE



FEMALE



MALE

RESPONDENTS ASKED HOW CAN ORGANISATIONS IMPROVE IN ATTRACTING WOMEN – *RESPONDENTS WHO IDENTIFIED AS FEMALE SAID*



- *Make progression path more visible*
- *Improved gendered language in job postings*
- *Flexibility & Family Friendly Culture*
- *Job Descriptions & Job specs need work*
- *Close the pay gap*
- *More women in leadership roles*
- *More flexibility in management positions*

RESPONDENTS ASKED **HOW CAN ORGANISATIONS IMPROVE IN ATTRACTING WOMEN** – *RESPONDENTS WHO IDENTIFIED AS **MALE** SAID*



- *Change industry*
- *Dont know*
- *I think its up to the individual*
- *Promoting the brand and the opportunities*
- *Unsure*
- *Technical and consulting roles have low application rate*

PROMISING & CHALLENGING

SECTION: ABILITY TO ATTRACT WOMEN

P

Clear suggestions from female voices

Suggestions on how organisations can attract more women we're provided by respondents such as increased flexibility, salary, more leadership roles.

C

Differing POV

Respondents who identified as male believed their organisations were doing a better job at attracting women than those who identified as female.

C

Are quotas the way forward?

Only 10% of respondents said their organization have gender quotas in place in relation to hiring.

BURN-OUT

3

Burn-out

This section covers the impact of Pandemic related occupational burn-out.



PANDEMIC RELATED BURNOUT

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life

World Health Organisation



The World Health Organisation describes Burn-out as “a syndrome conceptualised as resulting from chronic workplace stress that has not been successfully managed.

It is characterised by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job
- reduced professional efficacy.

RESPONDENTS RATING OF THEIR WORK LIFE BALANCE *BEFORE* THE PANDEMIC



40%

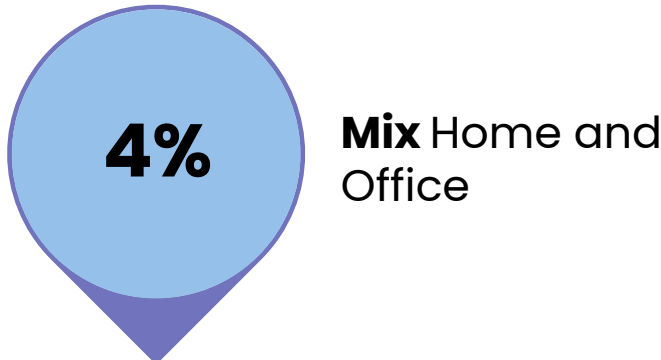
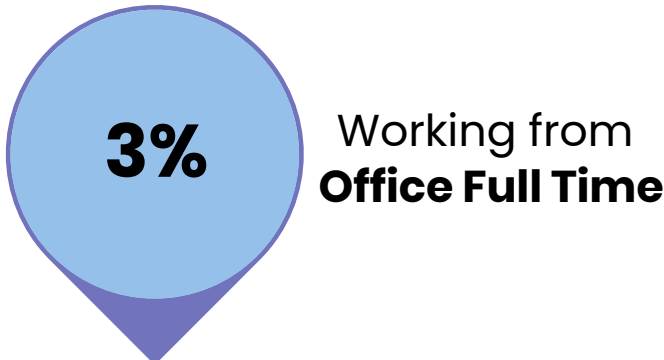
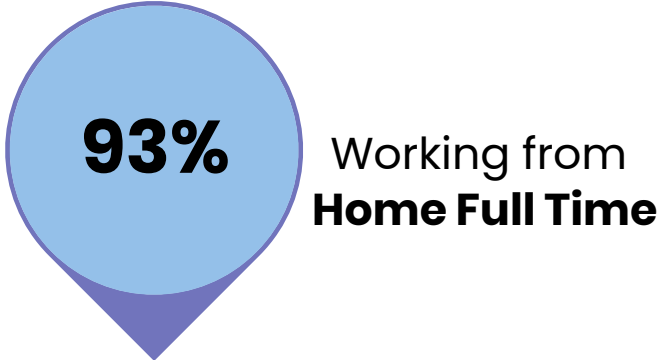
SAID THEY THEY
**DID NOT HAVE A
GOOD WORK LIFE
BALANCE**



60%

SAID THEY HAD
**GOOD WORK
LIFE BALANCE.**

RESPONDENTS WORKING ARRANGEMENTS DURING THE PANDEMIC



IMPACT WORKING FROM HOME HAD ON RESPONDENTS



As many options as applied to participants could be selected

Unable to switch off and separate home life from work life

▼ 67%



Distractions from other household members

▼ 63%



Not getting work done to the best of their ability

▼ 23%

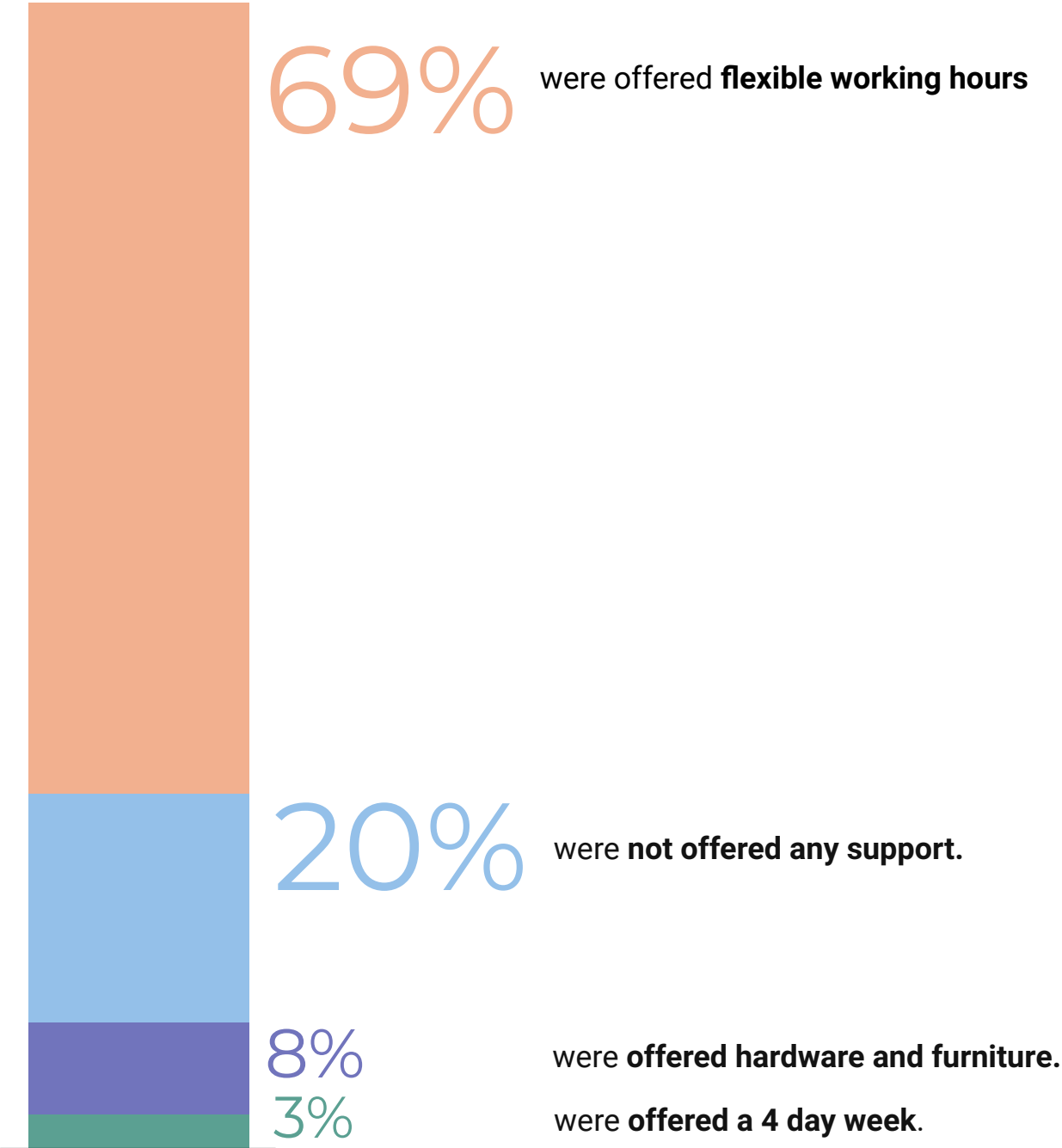


Had no effect

▼ 12%



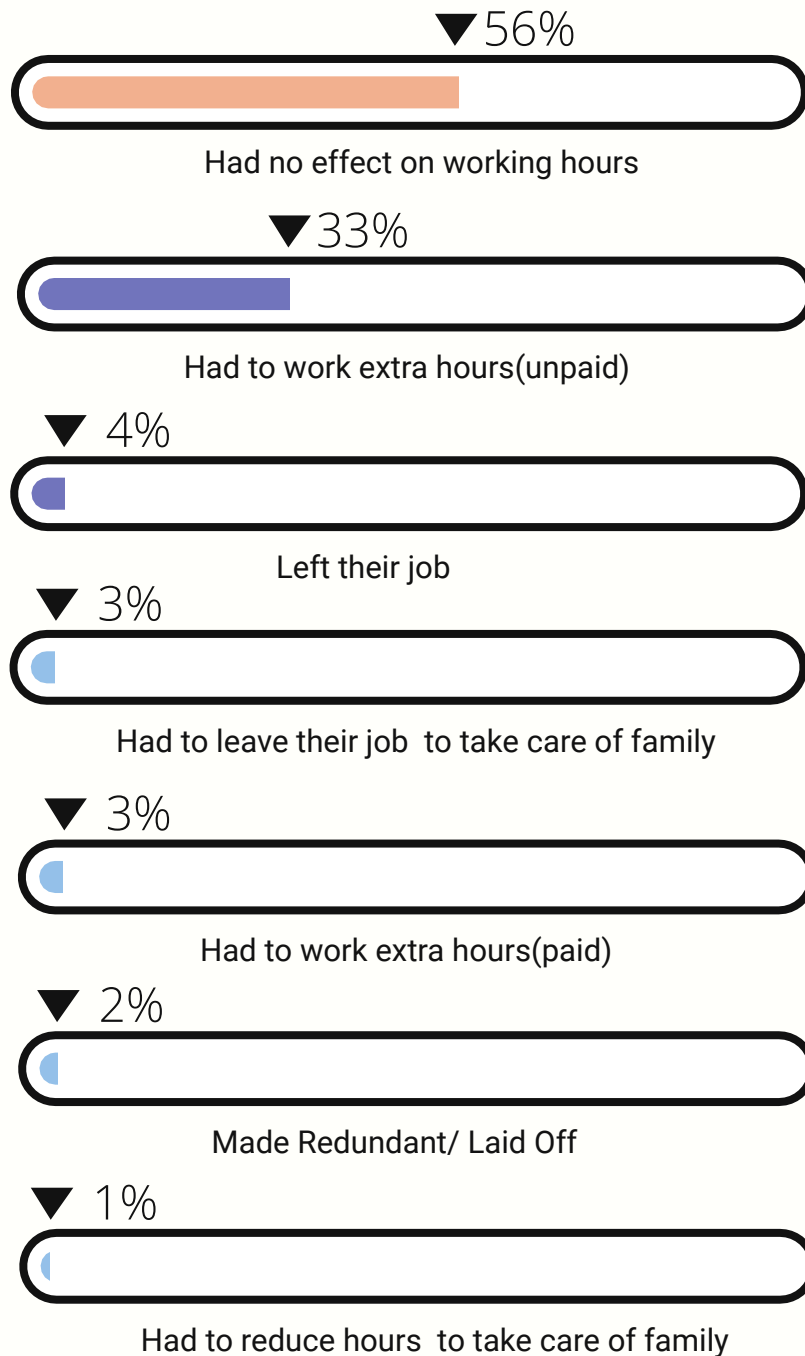
Respondents were asked how their organizations had supported them during the COVID-19 pandemic.



EFFECT OF COVID-19 ON PARTICIPANTS WORKING HOURS



As many options as applied to participants could be selected



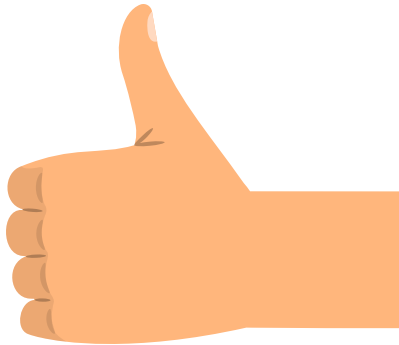
Q

WHEN ASKED IF

THEIR ORGANISATION ENCOURAGED THEM TO TAKE TIME FOR **MENTAL HEALTH** SAFETY REASONS

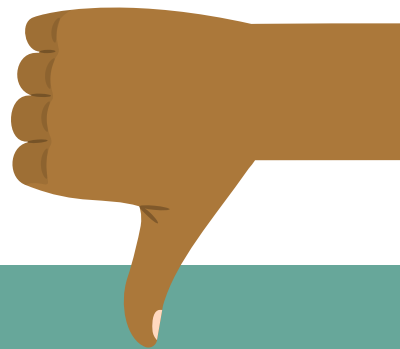
57.3%

Yes



42.7%

No



Respondents who answered 'No' cited the following as the reasons why;

- ❖ *Conversations around this [burnout] are not encouraged.*
- ❖ *Expressing burnout concerns seen as weakness*
- ❖ *It is viewed as a weakness in women more so than men.*
- ❖ *I don't believe it [speaking up] wouldn't have an impact on my career.*
- ❖ *Women are seen as being incapable if they cannot take on a certain amount of work*

PROMISING & CHALLENGING

SECTION: BURNOUT

P

Flexible Working

69% of respondents said their organisation offered flexible working during the pandemic.

P

Encouraged Take Time for Mental Health

Majority of respondents (57%) said their organisation encouraged them to take time for mental health and safety reasons.

C

Unable to switch off

67% Unable to switch off and separate home life from work life during working from home.

C

Seen as a 'weakness'

Concerns that discussing mental health and safety is seen as a 'weakness'.

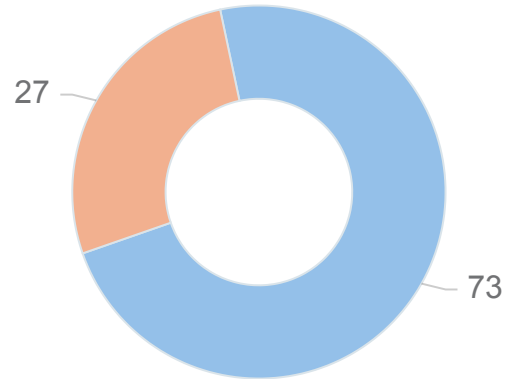
**Diversity, Inclusion,
Equity & Belonging.**

4

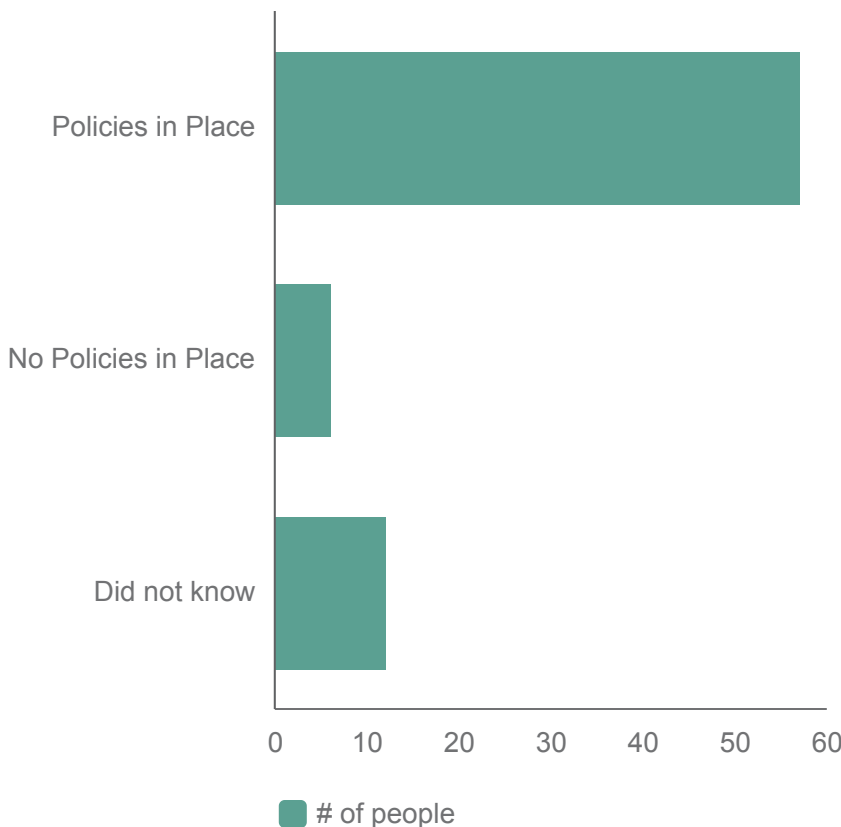
This section covers Neurodiversity, authentic self & organisations involvement in DIE&B activities.

ORGANISATIONS PARTICIPATION IN DIVERSITY, INCLUSION, EQUITY & BELONGING ACTIVITIES

Respondents were asked if their **organisation participated in Diversity, Inclusion, Equity & Belonging type activities.**



Do Participate 73 Do Not Participate 27



76%

Said their organisation has **policies in place** that assist in **fostering an inclusive workplace**

Q

ORGANISATIONS

WHO CHAMPION LEADERS AND ROLE MODELS OF DIVERSITY

67%



Respondents said organization **champions** role models of diversity

17%



Respondents said organization **does not champion** role models of diversity

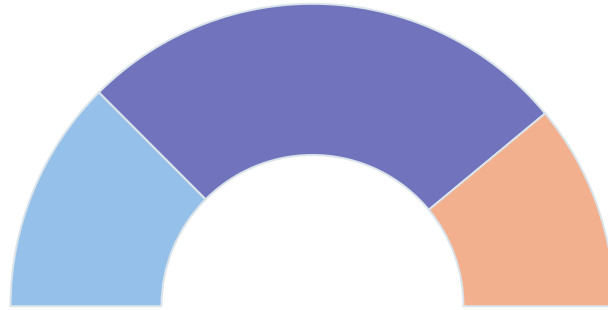
16%



Respondents said they **did not know**

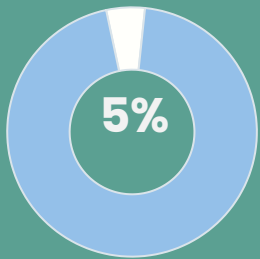


NEURODIVERSITY



Provide Training 25% No Training 53% Dont know 22%

Respondents were asked if their organisation provide training to employees on the topic neurodiversity

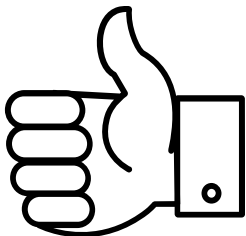


5% of respondents said they organisation provide training on the subject of autism awareness.

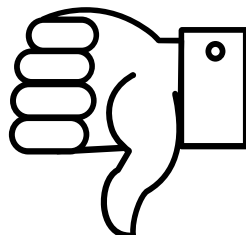


Organisations who make **recruitment processes more inclusive** for people with neurodiversity needs

7%



26%



42%



Q

RESPONDENTS

ASKED IF THEY FELT COMFORTABLE **BEING THEIR AUTHENTIC SELF** AT WORK





RESPONDENTS

WHO SAID THEY **DID NOT** FEEL COMFORTABLE **BEING THEIR AUTHENTIC SELF** AT WORK

75%

of Respondents who said they were **Not Comfortable** being their authentic self at work identified as **Female**

Female Respondents who said they were **not comfortable** cited the following as the reasons why;



Strong female voices and opinions are not always welcomed



A lot of the time communicating with my colleagues is more like educating them on a lot of my culture and beliefs which gets tiring honestly



[I am] often referred to as 'gender balance' within my team. I don't want to be further referred to as a minority.



I'm female without a gender identity, I have to perform femininity to be accepted but not too much or seen as not serious

PROMISING & CHALLENGING

SECTION: DIE&B

P

Fostering Inclusivity

76% said their organisation has policies in place that assist in fostering an inclusive workplace

P

Championing Role models of Diversity

67% Respondents said organization champions role models of diversity

C

Not being your Authentic Self

75% of respondents who said they were not comfortable being their authentic self at work identified as Female.

C

Inclusive Recruitment Processess

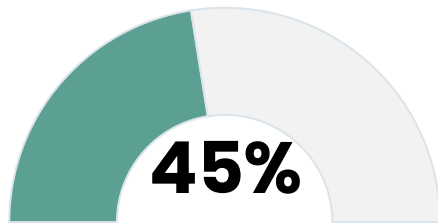
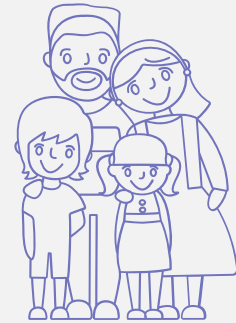
7% of respondents said their organisation makes recruitment processes more inclusive for people with neurodiversity needs. 42% did not know if they made the process more inclusive.

5

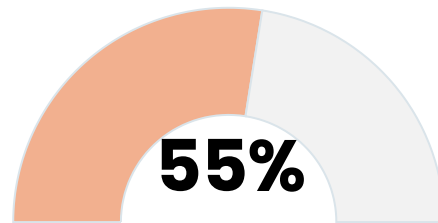
Working
Families

This section looks at the supports in place for working families

RESPONDENTS WHO IDENTIFIED AS A WORKING PARENT



Working Parent



Non Working Parent



RESPONDENTS ASKED IF **SUPPORTS WERE IN PLACE** FOR WORKING PARENTS WITHIN THE ORGANISATION

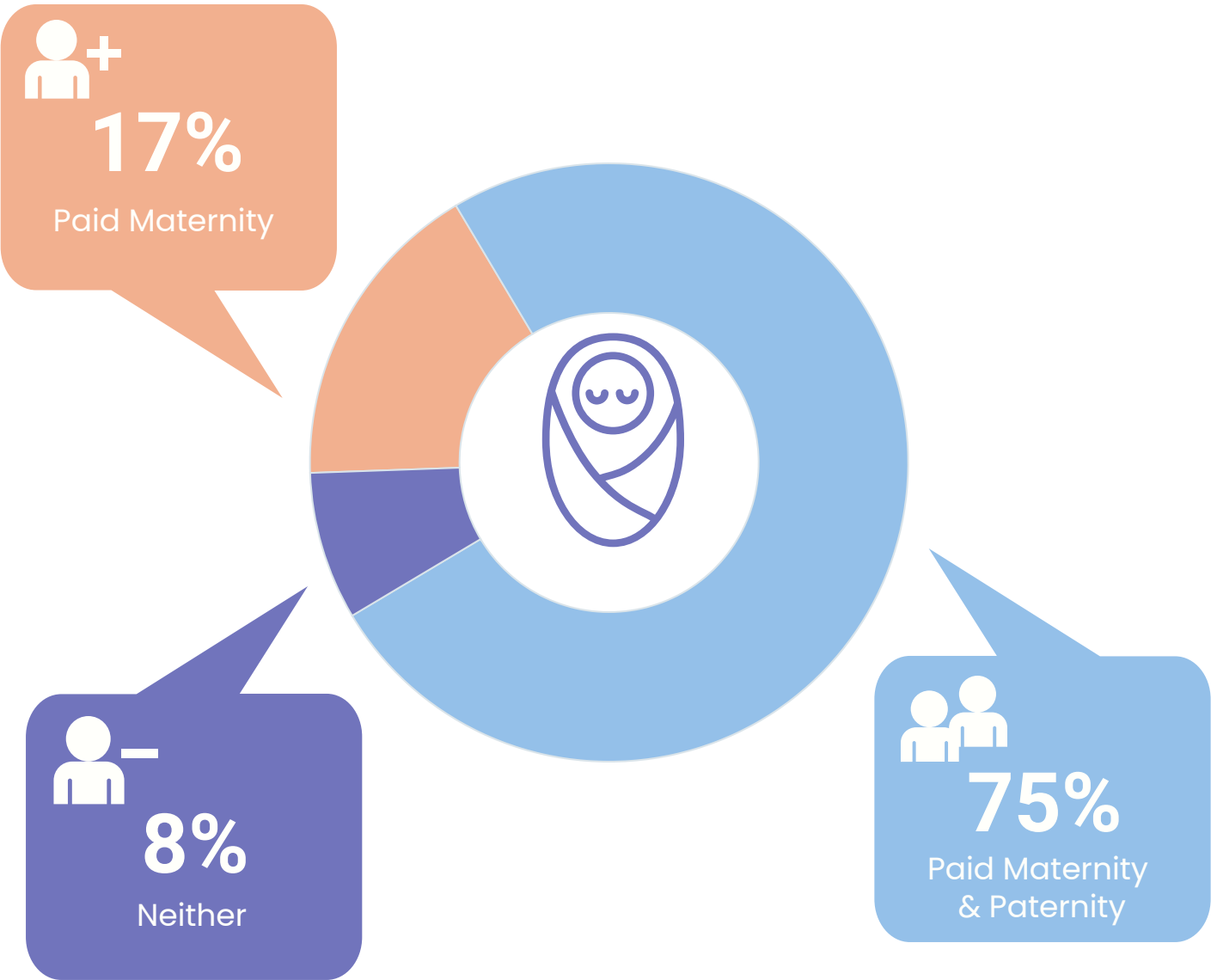


Yes

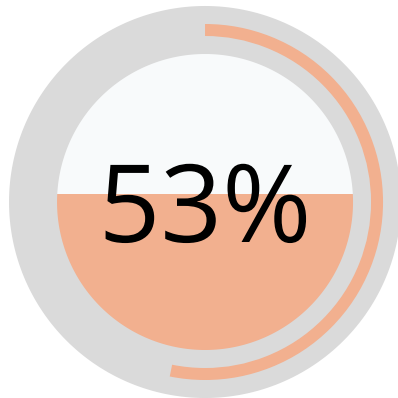
No

Don't know

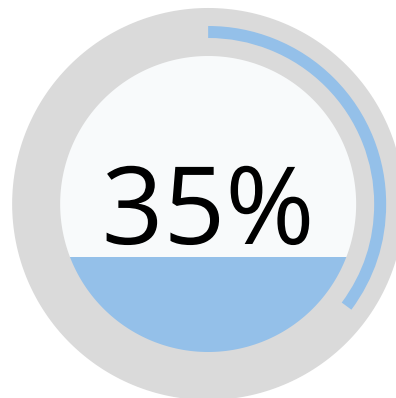
RESPONDENTS ASKED IF THEIR ORGANISATION OFFER PAID MATERNITY/PATERNITY LEAVE



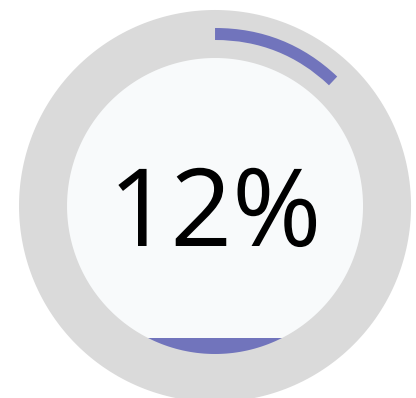
RESPONDENTS WERE ASKED WHEN ON **MATERNITY OR PATERNITY LEAVE** IF KEEP IN TOUCH SUCH AS **'BUDDY' PROGRAMMES** WERE OFFERED.



Did not know if such programs exist



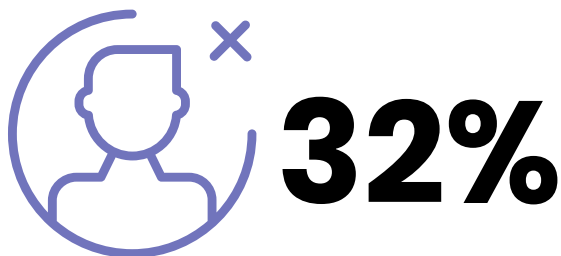
Did not offer such programs



Do offer such programs

'MOTHERS ROOMS'

Mothers room are areas that can be accessed by persons who return from maternity leave that require a clean, safe, and private space to express milk for their baby.



of respondents said their organization **do not provide** Mothers Rooms



of respondents said their organizations **do provide** Mothers Rooms

FLEXIBILITY

Respondents were asked if their organisation offered **flexibility** in terms of working from home, in the event of a sick family member and the inability to attend the office.



75%

Did offer Flexibility



15%

Did not know



10%

Did not offer Flexibility

PROMISING & CHALLENGING

SECTION; WORKING FAMILIES

P

Supports for working parents

56% of respondents said supports were in place for working parents within the organisation.

P

Paid maternity & paternity leave

75% of respondents said their organisation offered paid maternity & paternity leave.

C

Mothers Rooms

Only 32% of respondents said their organisation offered 'Mothers Rooms' facilities to parents returning from maternity leave.

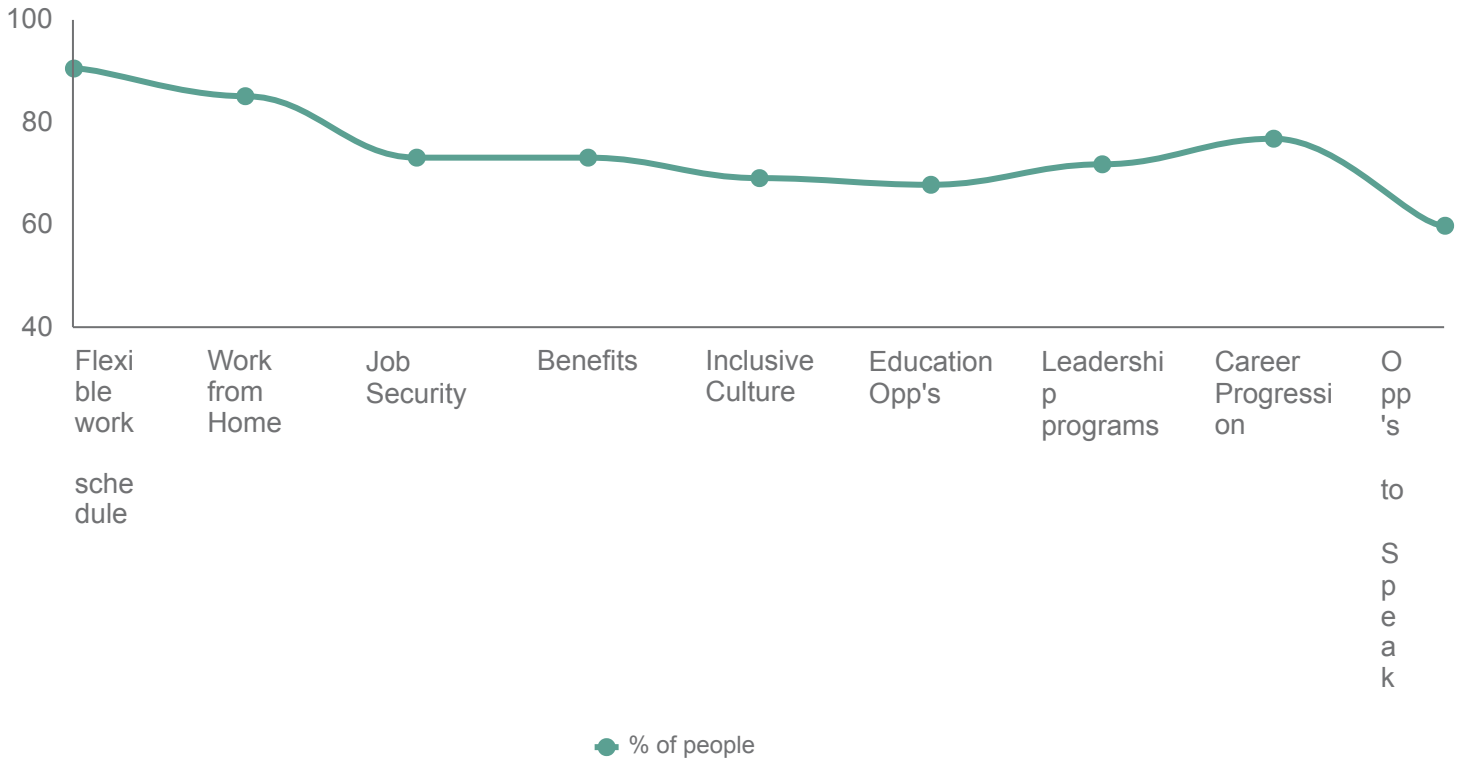
RETENTION

6

Retention

This section uncovers factors that impact retention in the workplace.

RESPONDENTS WERE ASKED WHAT FACTORS WOULD IMPROVE RETENTION



91%

Respondents cited **flexibility** in work schedule as an important factor in the **retention of women**

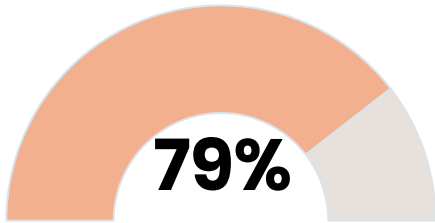


Respondents who selected 'other' submitted free text with the following suggestions;

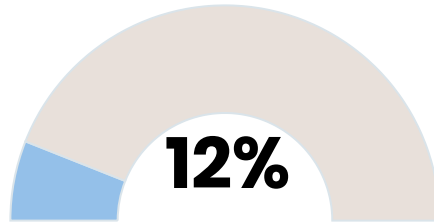
- ◆ *Equal pay*
- ◆ *Maternity leave related flexibility such as hybrid working option for one year*
- ◆ *Have women on leadership teams*
- ◆ *Treatment of women and address lack of action when people are blatantly sexist.*

RETENTION

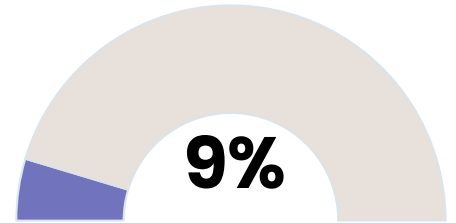
Respondents asked of their organisation **provided paid education** advancement opportunities (eg: CISM, CISSP)



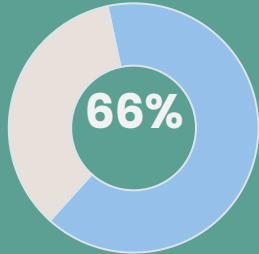
Respondents who **said Yes**



Respondents **who said No**



Respondents who **said don't know**



of people said the security related organisation they worked for did not conduct an exit interview when they left.



79%

Respondents said **lack of promotional opportunities** would prompt them to leave an organisation



RETENTION

EXIT



*Organisations should also be **innovative** in their recruitment practices. For example, offering a **better work-life balance**, **flex days** and **industry training** can work wonders in drastically **reducing** the **dropout rate** [retention]*

Source: <https://securityintelligence.com/>

RESPONDENTS WHO IDENTIFIED AS **FEMALE** WHO **LEFT A SECURITY ORGANISATION** IN THE LAST 5 YEARS

Respondents who identified as **female** cited the following reasons as to **why they left a security organization** in the last 5 years



- *Not supportive of family circumstances - sick child, couldn't travel and little support.*
- *Salary*
- *Lack of career progression*
- *Take a job nearer to home*
- *Commute time*
- *Long commute & lack of flexibility for parental leave*
- *Ready for new challenge*

RESPONDENTS WHO IDENTIFIED AS **MALE** WHO **LEFT A SECURITY ORGANISATION** IN THE LAST 5 YEARS

Respondents who identified as **male** cited the following reasons as to **why they left a security organisation** on the last 5 years



- *Opportunity for career progression*

PROMISING & CHALLENGING

Section: Retention

P

Flexibility

Organisations globally are moving toward more flexible working arrangements due to COVID which will go a long way to assist in retention.

P

Paid Education

79% of respondents said their organisation provides paid education opportunities.

C

Women's Reasons for leaving

The reasons cited by women who left security organisations in the last 5 years pointed at reasons like lack of career progression, lack of flexibility and salary.


7

Seachain An Bhearna

Seachain an Bhearna is Irish for Mind the Gap. This section takes a closer look at gender parity and the gender pay gap.

GENDER PAY GAP LEGISLATION IRELAND

A legislation dissolution that **mandated Irish employers publish reports** on the gender pay gap within their organization **lapsed** with the cessation of the last Dáil.

 The current lack of access to, and transparency around, gender focused data are significant barriers to removing pay inequalities between men and women

Jennifer McCarthy Flynn; National Women's Council Ireland



Minister for Equality Roderic O’Gorman stated he would **accelerate** the re-implementation of the '**Gender Pay Gap Information Bill**' as soon as possible (March 2021)

Professor Helen Russell from the **ESRI** in November 2020, said there was a **€212 Euro weekly wage gap** between **men and women**. This equates to a **weekly wage gap of approximately 25%**. *Source: Irish Times*

GENDER PARITY

The **gender gap** is long documented problem, Ireland being no exception and the Security industry included in that problem. As confirmed by the WEF, **COVID-19 has exacerbated the closing of the gap and pushed it back over 36 years**, Action needs to be taken to ensure we are not contributing to this problem as an industry.

F Another generation of women will have to **wait for gender parity**, according to the World Economic Forum's **Global Gender Gap Report 2021**. As the impact of the COVID-19 pandemic continues to be felt, closing **the global gender gap has increased** by a generation **from 99.5 years to 135.6 years**.

World Economic Forum

HOW TO CLOSE THE GAP

The Platform for 'Shaping the Future of the New Economy and Society' has identified **4 key focus areas** to accelerate the **closing of the economic gender gap in times of COVID-19**:

1. Hardwire gender parity in the post COVID-19 world of work: **reskilling women** to be ready for re-employment in **high growth sectors**
2. **Close gender gaps in remuneration** between and within sectors: enhancing work quality and pay standards across currently low paid essential work
3. Enable women's participation in the labour force: enhancing social safety nets, specifically on **provision of childcare support**
4. Advance more **women into management and leadership** positions: setting targets for women in leadership on a government and business level

Source: World Economic Forum

WORKING FOR FREE



Every year, **9th November** marks **Equal Pay Day**, which recognizes that Ireland's gender **pay gap of 14.4%** effectively **means women work for free for the rest of the year**

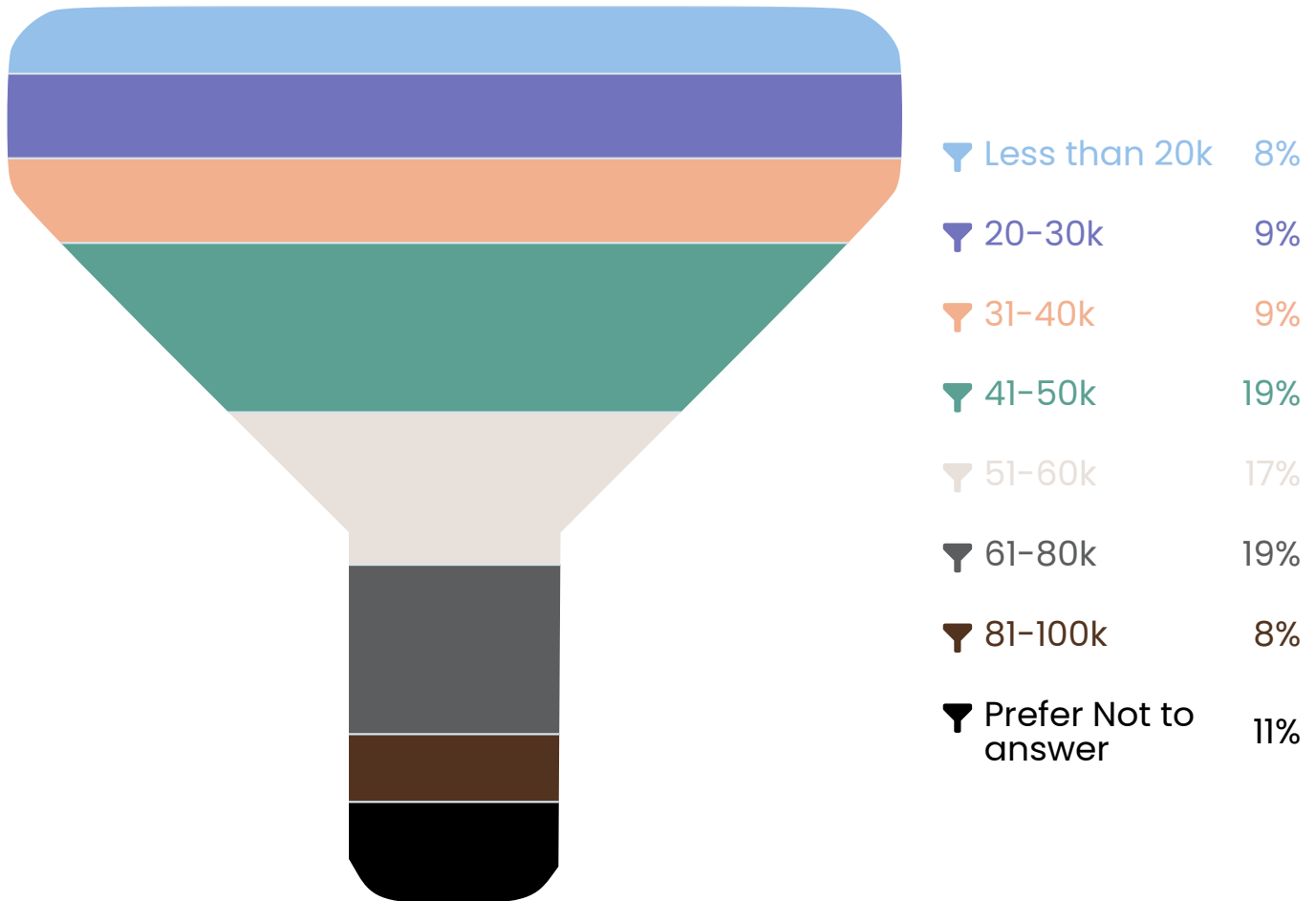
Ivana Bacik, Labour Senator

Work Equal is a campaign that was established in 2016, and centers around a month of activities each November, including Equal Pay Day, the date on which women in Ireland effectively stop earning, relative to men, because of the gender pay gap.

www.workequal.ie

SALARY BREAKDOWN

OF RESPONDENTS WHO IDENTIFIED AS
FEMALE

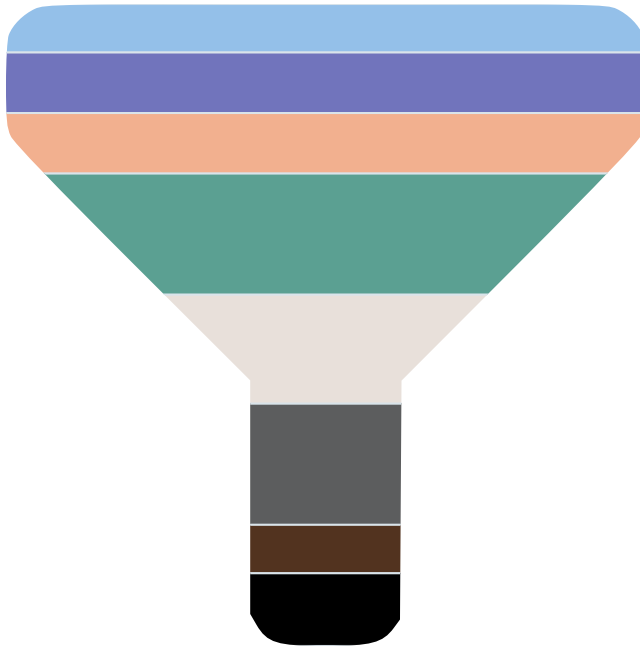
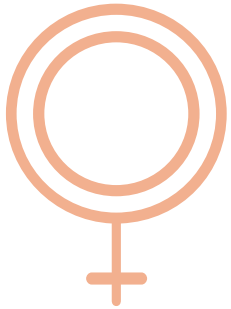


The **average salary** for women cybersecurity workers in Europe is about **\$40,500 [€33,000]**

<https://www.isc2.org/Research/2019-Cybersecurity-Workforce-Study>

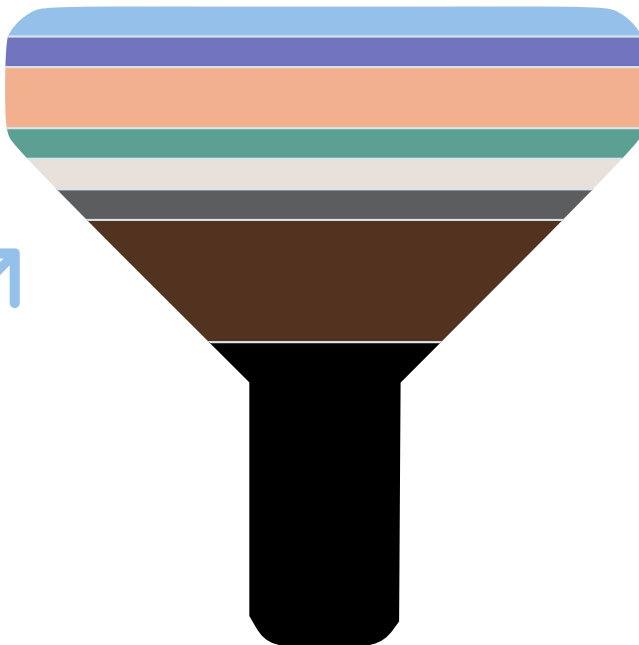
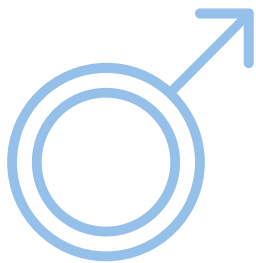
SALARY COMPARISON

OF RESPONDENTS MALE V'S FEMALE



Less than 20k	8%
20-30k	9%
31-40k	9%
41-50k	19%
51-60k	17%
61-80k	19%
81-100k	8%
Prefer Not to answer	11%

FEMALE SALARY BREAKDOWN

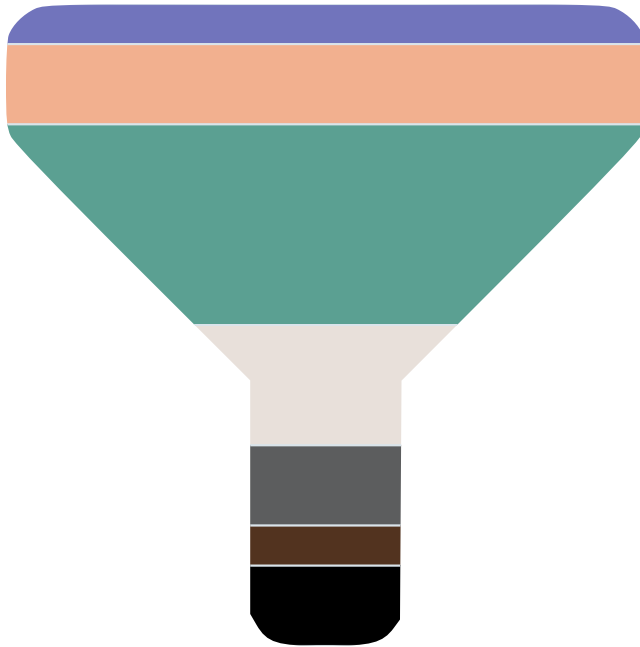
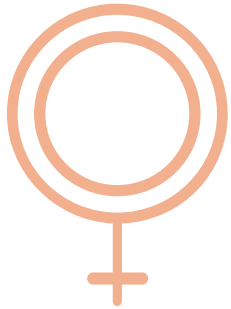


Less than 20k	5%
20-30k	5%
31-40k	10%
41-50k	5%
51-60k	5%
61-80k	5%
81-100k	19%
Prefer Not to answer	48%

MALE SALARY BREAKDOWN

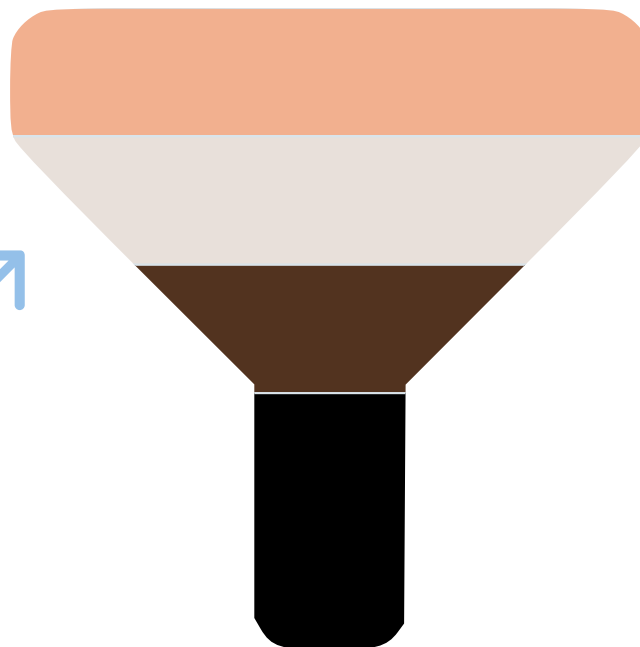
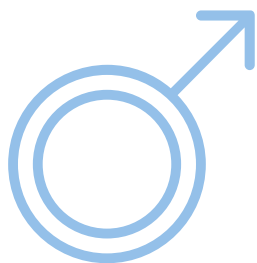
SALARY COMPARISON

OF RESPONDENTS WHO HOLD A SECURITY SPECIFIC THIRD LEVEL EDUCATION



Less than 20k	0%
20-30k	6%
31-40k	13%
41-50k	31%
51-60k	19%
61-80k	13%
81-100k	6%
Prefer Not to answer	13%

FEMALE SALARY BREAKDOWN

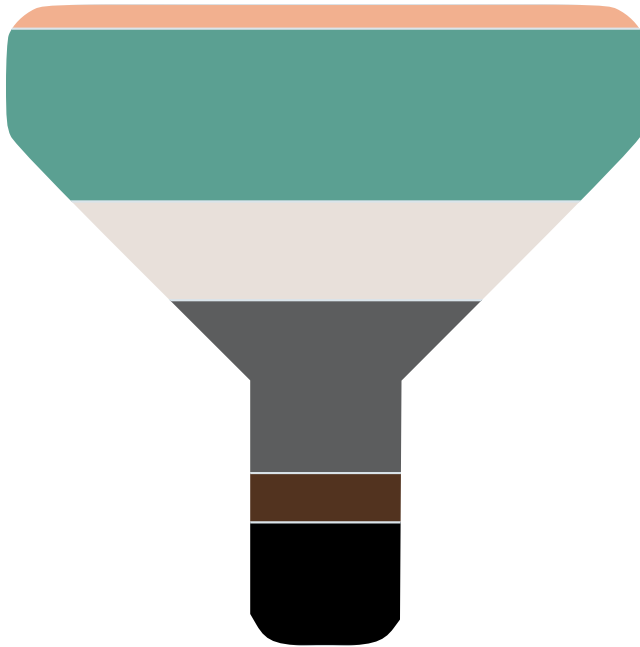
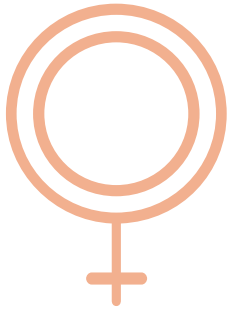


Less than 20k	0%
20-30k	0%
31-40k	20%
41-50k	0%
51-60k	20%
61-80k	0%
81-100k	20%
Prefer Not to answer	40%

MALE SALARY BREAKDOWN

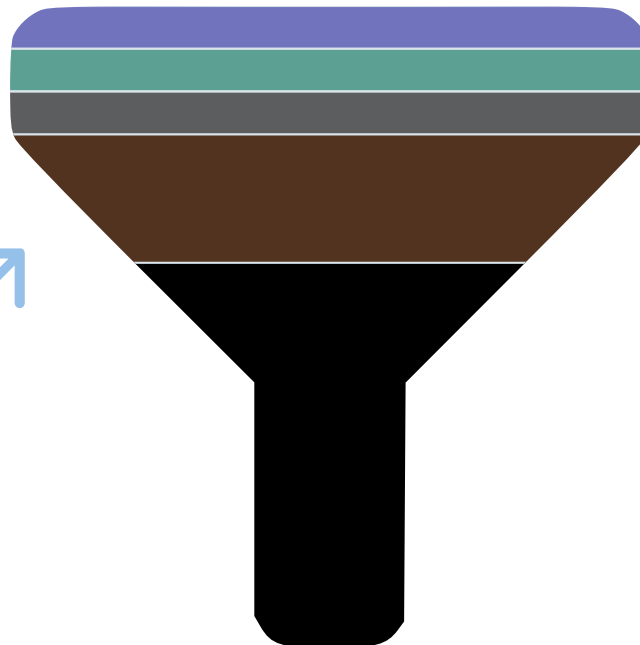
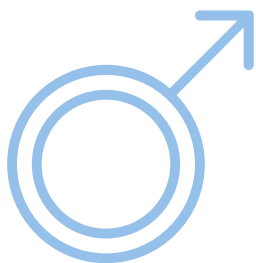
SALARY COMPARISON

OF RESPONDENTS IDENTIFIED AS WORKING PARENTS



Less than 20k	0%
20-30k	0%
31-40k	4%
41-50k	27%
51-60k	15%
61-80k	27%
81-100k	8%
Prefer Not to answer	19%

FEMALE SALARY BREAKDOWN



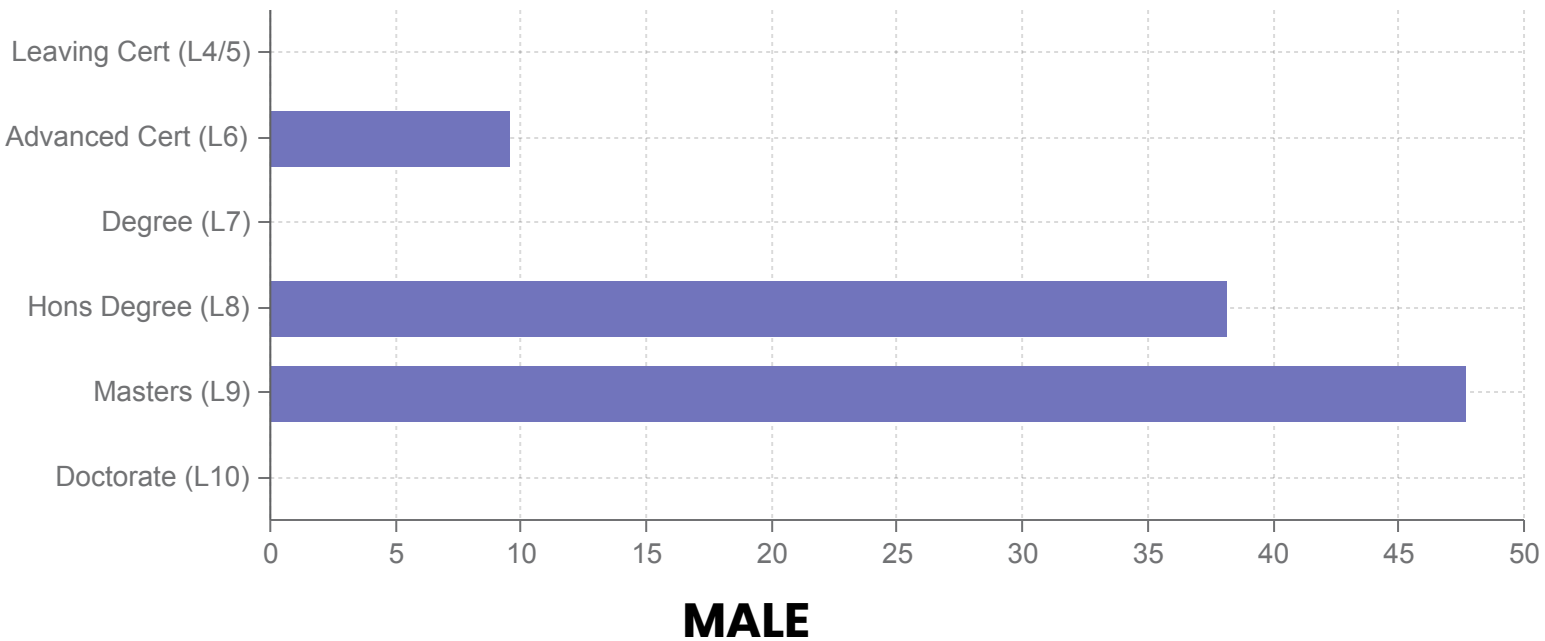
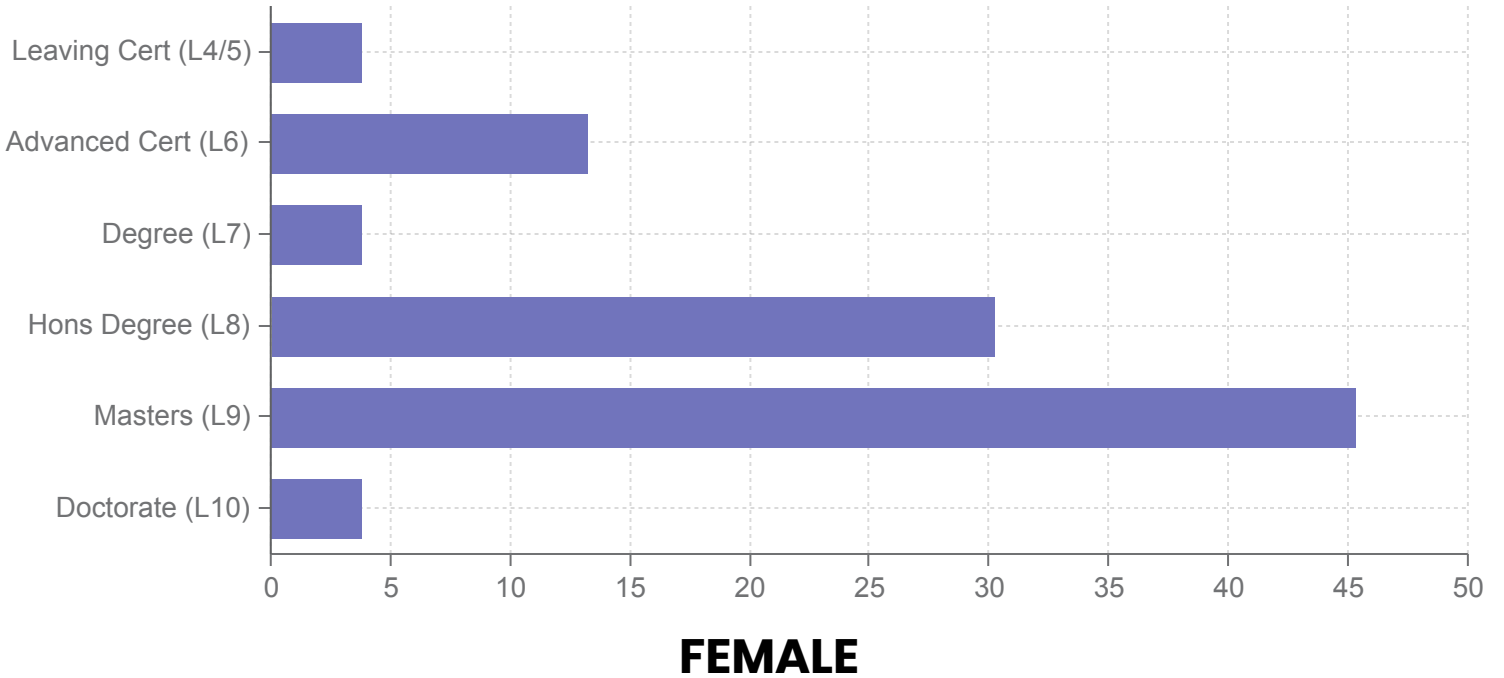
Less than 20k	0%
20-30k	7%
31-40k	0%
41-50k	7%
51-60k	0%
61-80k	7%
81-100k	20%
Prefer Not to answer	60%

MALE SALARY BREAKDOWN

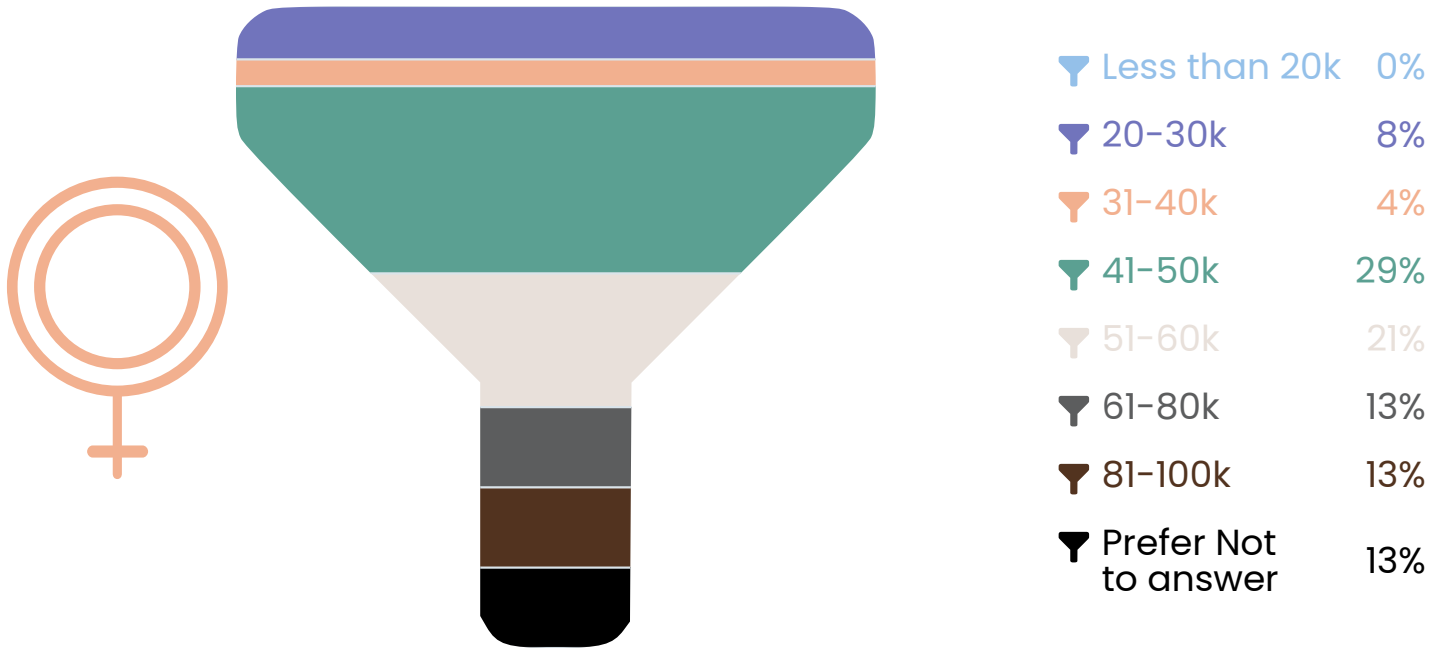
EDUCATION V'S SALARY



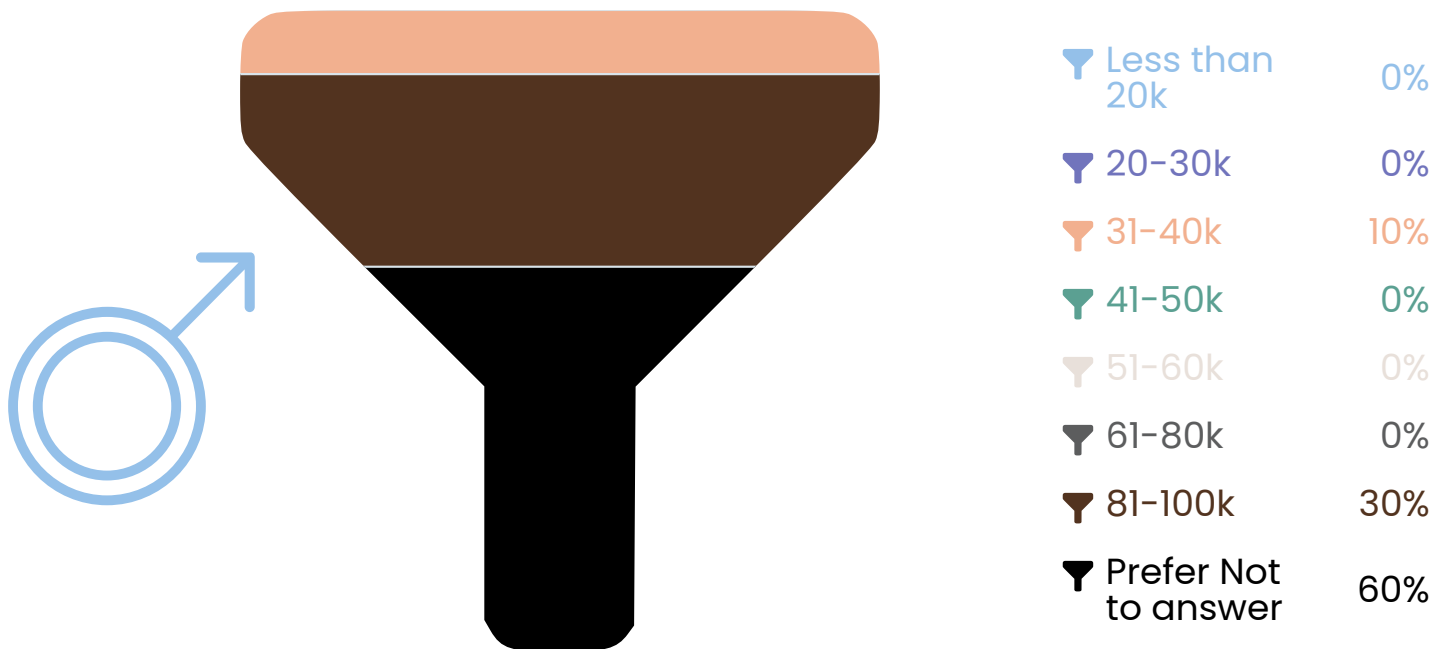
HIGHEST LEVEL OF EDUCATION OF RESPONDENTS ; MALE V'S FEMALE



SALARY COMPARISON OF RESPONDENTS WHO HOLD 'MASTER LEVEL' EDUCATION



FEMALE SALARY BREAKDOWN



MALE SALARY BREAKDOWN

PROMISING & CHALLENGING

SECTION: MIND THE GAP

P

Disclosure

On the 21st of May 2021 the Gender Pay Gap Information Bill 2019 was passed by Dail Éireann - the amendment requires certain employers to publish information regarding employee pay as it refers to gender.

P

Clear steps to change

The Platform for 'Shaping the Future of the New Economy and Society' has identified 4 key focus areas to accelerate the closing of the economic gender gap in times of COVID-19.

C

The gap has widened

According to the WEF the global gender gap has increased by a generation from 99.5 years to 135.6 years, due to the pandemic.

C

Not available to work for free

Every year, 9th November marks Equal Pay Day, which recognizes that Ireland's gender pay gap of 14.4% effectively means women work for free for the rest of the year.

20



Diver{Se}curity Report

21

DIVERSITY IS KEY
DIVERSITY IS SECURITY