



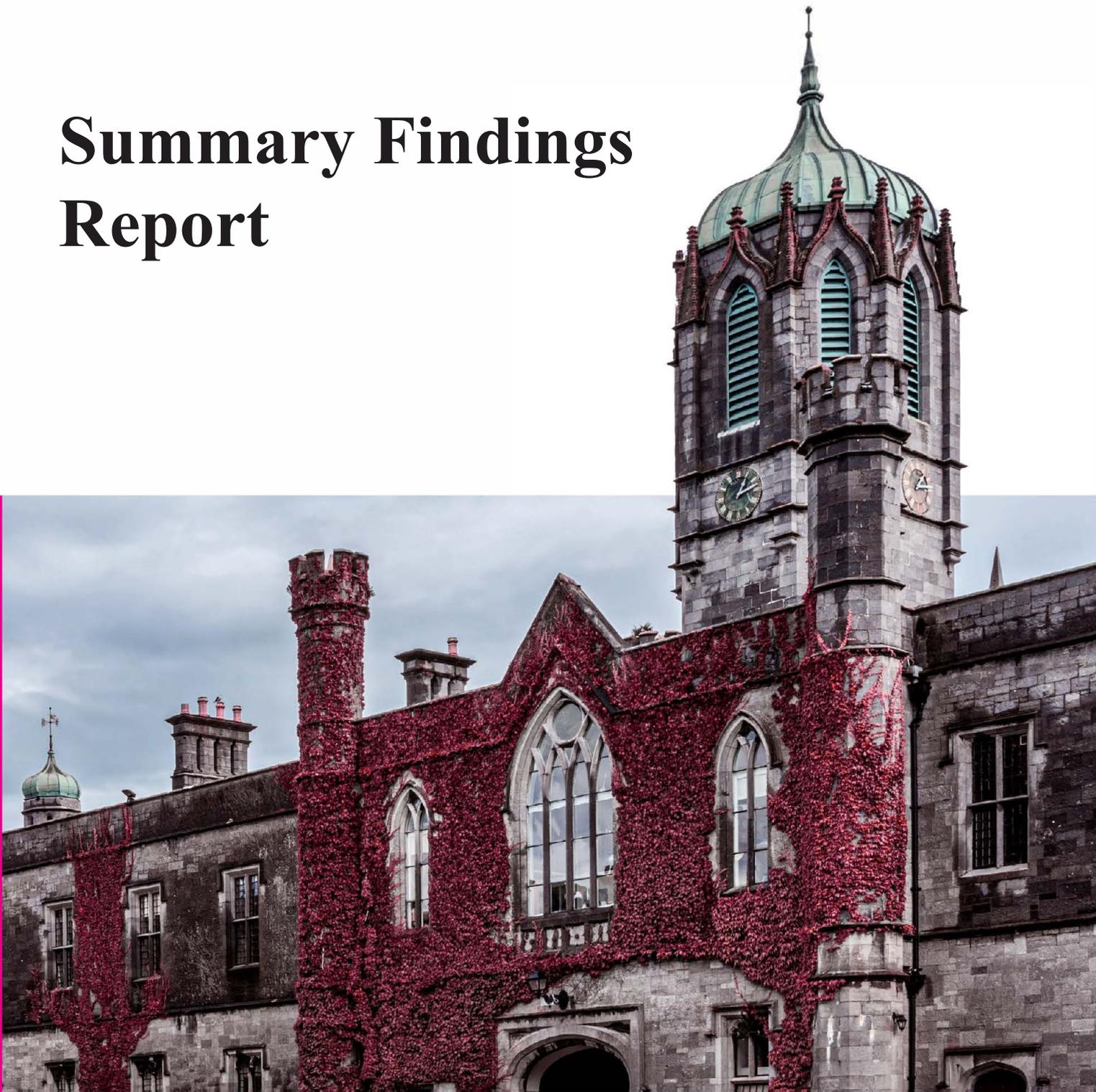
OLLSCOIL NA GAILLIMHÉ
UNIVERSITY OF GALWAY



WESTERN
DEVELOPMENT
COMMISSION

2023 Remote Working in Ireland Survey

Summary Findings Report



Authors

Alma McCarthy, Luke McGrath, Maeve
O'Sullivan and Eoin Whelan

University of Galway

Deirdre Frost and
Allan Mulrooney

Western Development Commission

Acknowledgements

The authors would like to thank sincerely the **5,929 respondents** who took the time to complete the 2023 Remote Working in Ireland survey.

This work was carried out with the support of University of Galway and the Western Development Commission.

Further Information

Further information about the 2020, 2021 and 2022 remote working surveys and other remote working projects can be found on the University of Galway [website](#) and the Western Development Commission [website](#).

How to Cite this Report

McCarthy, A., McGrath, L., Frost, D., O'Sullivan, M., Whelan, E., and Mulrooney, A. (2023). **2023 Remote Working in Ireland Survey - Summary Findings Report**. Galway, Ireland: University of Galway & Western Development Commission.

ISBN: 978-1-911690-16-0



Report Contents

Summary of Key Findings	3
Introduction, Background and Methodology.....	5
Current Remote Working Status	7
Remote Working Patterns of Hybrid Workers	7
Remote Working Pattern Preferences (for those who are not working remotely or hybrid)	8
Remote Working Location for Hybrid Workers.....	9
Remote Working, Employer Choice and Careers	9
Remote / Hybrid Working Policies and Knowledge of Supports.....	11
Remote / Hybrid Working and Hours of Work.....	11
Relocation and Remote / Hybrid Working	12
Demographics and Respondent Profile	14
Sector	14
Industry	14
Organisation Size.....	15
Occupation.....	15
Salary.....	16
Gender.....	16
Age.....	17
Education	17
Dependent Children & Eldercare Responsibilities.....	17
Location.....	18
Appendix: Additional Analysis & Statistics for Remote and Hybrid Working Patterns.....	19
Cross-tab of Remote and Hybrid Working Patterns and Sector.....	19
Cross-tab of Remote and Hybrid Working Patterns and Sex.....	19
Cross-tab of Remote and Hybrid Working Patterns and Age	19
Cross-tab of Remote and Hybrid Working Patterns and Dependent Children and Elder Care Responsibilities	19
Cross-tab of Remote and Hybrid Working Patterns and Industry.....	20
Cross-tab of Remote and Hybrid Working Patterns and Region.....	21
Previous National Remote Working in Ireland Reports	21



Summary of Key Findings

This report presents the headline findings from the 2023 Remote Working in Ireland survey. The data were collected from employees across a wide range of industries, sectors and occupations over a nine-day period at the end of September 2023. See pages 5-6 for information on the survey methodology.

A total of **5,929** usable responses were received.

The key findings are as follows:

- 59% of respondents are **currently working hybrid** (sometimes remotely, sometimes onsite) and 38% are working fully remotely. 3% are working fully onsite.
- For the 59% of respondents who are working hybrid, the following are the **hybrid work patterns**:
 - 20% work remotely 4 days and onsite 1 day a week
 - 35% work remotely 3 days and onsite 2 days a week
 - 24% work remotely 2 days and onsite 3 days a week
 - 6% work remotely 1 day and onsite 4 days a week
 - 14% work onsite 1-5 days a month and rest of the time remotely
 - 2% work onsite 6-10 days a month and rest of the time remotely
- The most common **days** for working in the **office** or onsite are:
 - Tuesdays (43%)
 - Wednesdays (42%)
 - Thursdays (38%)
- The vast majority (88.7%) of those working hybrid **work remotely at home**. A small portion work remotely from a mix of their home, hub and at client sites (7.9%).
- 92% of respondents indicated that remote / hybrid working would be a key factor in their decision to **change employer**.
- In terms of **current remote / hybrid working preferences**:
 - 72% of respondents indicated that their preferences are being facilitated.
 - 23% of respondents indicated that their remote / hybrid working preferences were being facilitated to some extent, but they want to work remotely more often.
 - 3% indicated that their remote / hybrid working preferences are not being facilitated while 2% indicated they would like to work remotely less often than they do at present.



- Respondents were asked if they would change job if their remote working / hybrid working preferences are not facilitated:
 - 44% indicated that they would **change job even if it means a pay cut** and 31% said maybe. 22% said they would not change job if it meant a pay cut and 3% do not know.
 - 55% indicated that they would **change job even if it means less promotion opportunities** and 20% said maybe. 22% indicated they would not change job if it means less promotion opportunities and 3% don't know.
 - 47% indicated that they would **change job even if it reduces their career opportunities** and 22% said maybe. 28% said they would not change job if it reduces career opportunities and 3% do not know.

- 75% of respondents indicated that their employer has a remote / hybrid working **policy**.

- Respondents were asked about **relocating** due to their experience of remote working since COVID-19:
 - 52% said they would not consider relocating.
 - 19% said they would consider relocating and 14.7% said they may consider relocating. The top 5 places respondents would move to are:
 1. Outside of Ireland
 2. Galway
 3. Cork
 4. Kerry
 5. Wicklow
 - 13.7% indicated that they have already relocated within Ireland since COVID-19 because they can work remotely and 0.5% have relocated outside of Ireland. The top 5 counties they have relocated to in Ireland are:
 1. Cork
 2. Galway
 3. Kildare
 4. Mayo
 5. Donegal

Nearly two-thirds (63%) of those who have already moved within Ireland relocated from Dublin.



Introduction, Background and Methodology

The national remote working in Ireland survey is undertaken annually by University of Galway and the Western Development Commission (WDC). This report presents the findings of the 2023 Remote Working in Ireland Survey and follows on from previous national surveys conducted in 2020, 2021 and April 2022 - reports available [here](#).

The 2023 national remote working in Ireland survey includes more detailed follow-up surveys involving a three-wave study examining additional employee level variables including well-being, job satisfaction, self-reported productivity, and work-life balance.

The first wave of the 2023 survey opened 25th September 2023 and closed 3rd October 2023. This was an online survey on the Qualtrics platform with a self-selected sample and was open to anyone aged 18 years and over and living in Ireland. This Summary Findings Report presents headline findings from the first wave of data collection.

Response Rate

A total of **5,929** usable responses were received. A small number of responses were removed from the database as they were completed by respondents outside of the island of Ireland, were not sufficiently complete, or respondents did not consent to participate. As part of data cleaning and data integrity, we reviewed response times and bot detection using the reCAPTCHA feature in Qualtrics.

Sampling and Data Weighting

Non-probabilistic convenience sampling was used to obtain survey responses. This method is typically used when access to a full population is limited or, as in this case, is not the desired intention. The aim was to invite as many of the target group (remote or hybrid workers and those with potential to remote or hybrid work) to participate as possible. A national media campaign was employed to maximise responses – broadcast and social media. The survey and survey link were promoted across various national and regional media and across various social media platforms. These were targeted to those in employment aged 18-65, engaged in public and private sectors, across all company sizes, gender, and across all counties in Ireland. The social media platforms used were Facebook, Instagram, LinkedIn and Twitter.

Advantages of this sampling method include the likelihood that it will generate responses from our population of interest and that it can generate a high response rate – 5,929 usable responses. A limitation of this sampling methodology is that it is based on self-selection and, accordingly, is likely to introduce some bias. For example, self-selection bias would arise if respondents were not representative of the underlying (*and unknown*) remote and hybrid



worker population. To mitigate against self-selection bias, the sample has been weighted to be more representative of key characteristics of workers in Ireland. Consequently, the results in this report are based on a weighted sample using population at work data from the Census of Population 2022. Weights were applied to age, sex, region (NUTS2) and education level for data presented on pages 7 to 11. A similar approach was taken by the Central Statistics Office (CSO) in its [CSO Pulse Survey on Remote Work \(2021\)](#). Comparison of the weighted and unweighted data from the 2023 remote working survey showed little difference in the overarching trends and key results.

Previous Annual Surveys

This is the fourth annual survey in a series on remote working. The first survey in 2020 was conducted a couple of months after the onset of the pandemic and working from home guidelines were in place.

Trend Analysis

The sampling methodology has been broadly consistent on each occasion from 2020-2023; a national survey conducted online, promoted by national media both broadcast and social, with sample sizes exceeding 5,900 in each annual survey capturing views of those interested in remote working.

The 2023 survey findings have been weighted to be more representative of key characteristics of workers in Ireland and were conducted when no COVID-19 workplace restrictions were in place. Previous surveys reported unweighted results and varying degrees of work-from-home restrictions or guidance were in place.

Note: some percentages may not total to 100 due to rounding.

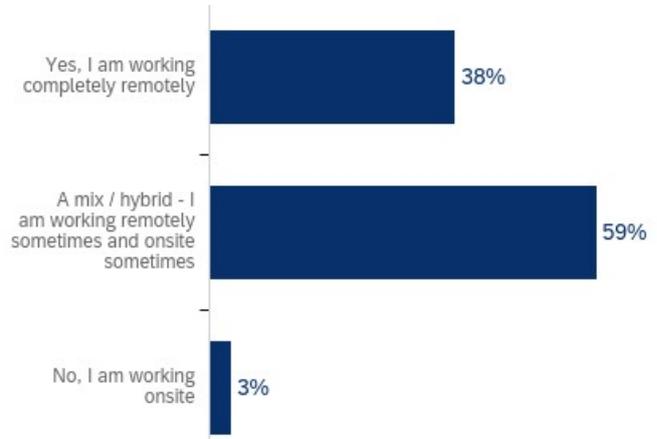


Current Remote Working Status

59% of respondents indicated that they were working hybrid (i.e., working remotely sometimes and working onsite sometimes).

38% were working fully remotely.

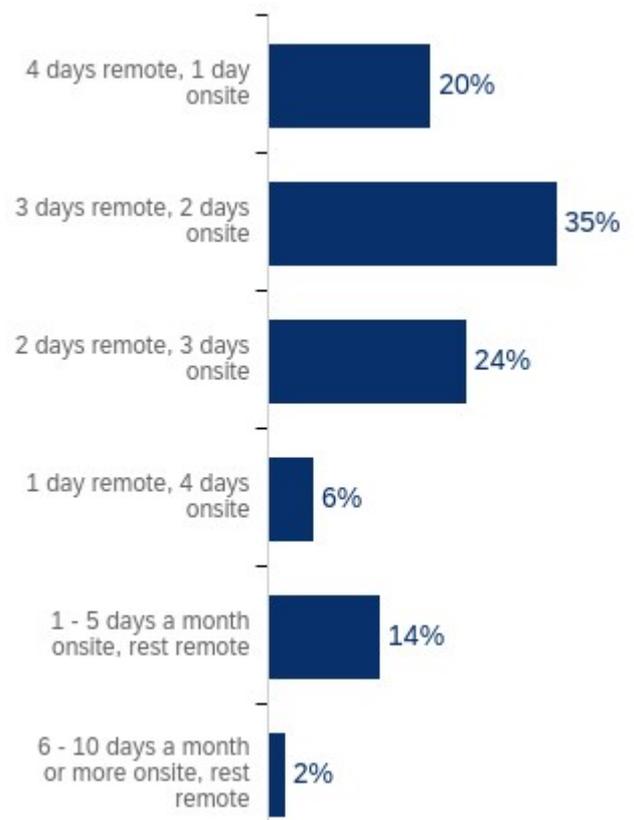
3% indicated that they were working fully onsite.



Remote Working Patterns of Hybrid Workers

Of the 59% of respondents who were working hybrid:

- 20% work remotely 4 days and onsite 1 day a week
- 35% work remotely 3 days and onsite 2 days a week
- 24% work remotely 2 days and onsite 3 days a week
- 6% work remotely 1 day and onsite 4 days a week
- 14% work onsite 1-5 days a month and rest of the time remotely
- 2% work onsite 6-10 days a month and rest of the time remotely

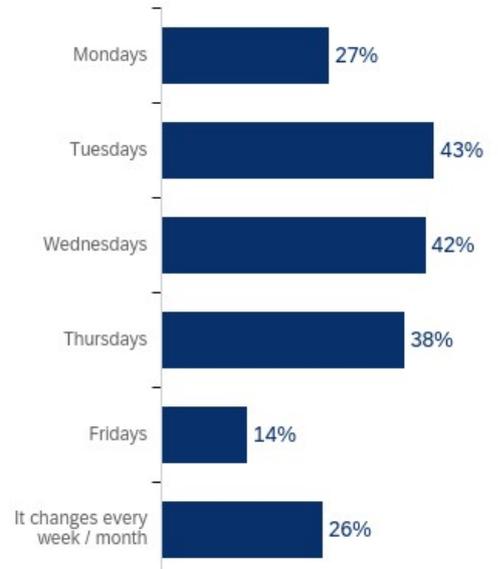


The most common days for working onsite are:

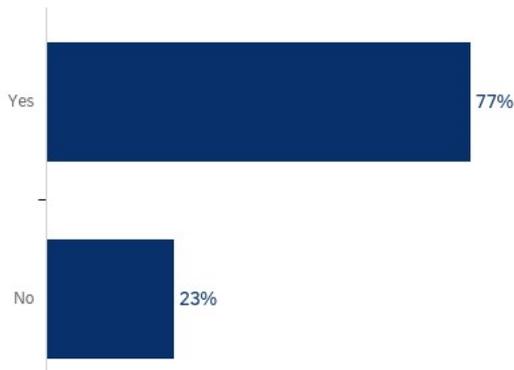
- Tuesdays (43%)
- Wednesdays (42%)
- Thursdays (38%)

27% indicated that they work onsite Mondays and 14% indicated that they work onsite Fridays.

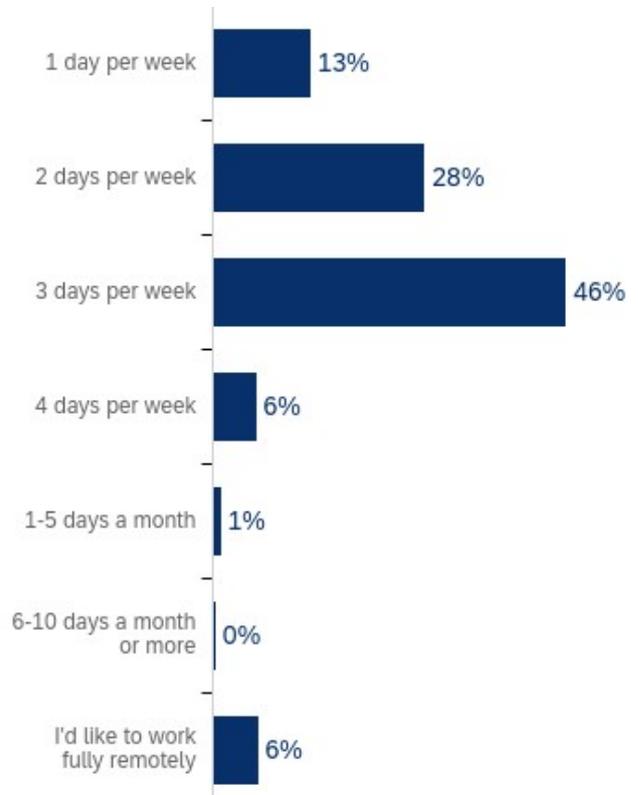
26% indicated that their onsite work patterns changes from week to week or month to month.



Remote Working Pattern Preferences (for those who are not working remotely or hybrid)



Of the 3% of respondents who indicated that they are currently not working remotely / hybrid, 77% indicated that they would like to work remotely / hybrid while 23% indicated they would not.



Of the 3% of respondents who indicated that they are currently not working remotely / hybrid, the most preferred number of days to work remotely are three days (46%) and two days (28%) a week.

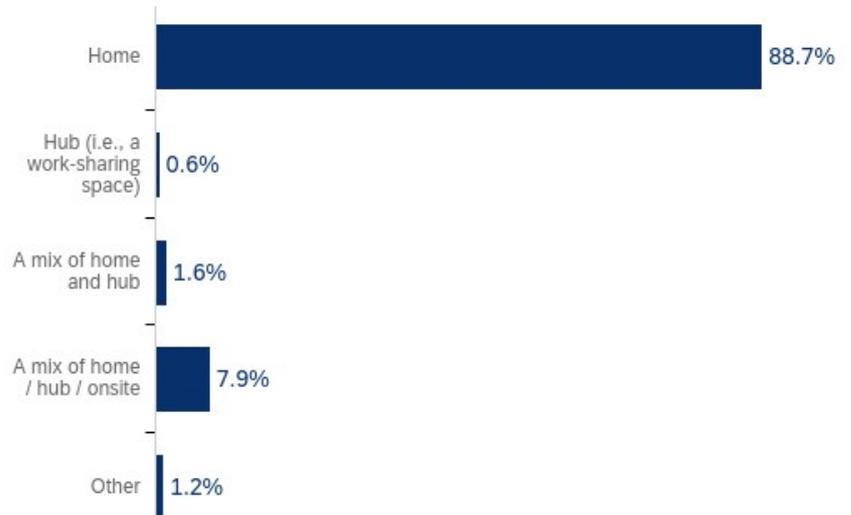


Remote Working Location for Hybrid Workers

The vast majority (88.7%) of those working hybrid work from their home when not onsite.

A small portion work remotely from a mix of their home, hub and onsite (7.9%) and 0.6% work remotely from a hub or work-sharing space.

1.2% indicated working remotely from other venues (e.g., coffee shops or a remote office near their home).



Remote Working, Employer Choice and Careers

92% of respondents indicated that remote / hybrid working would be a key factor in their decision to change employer.

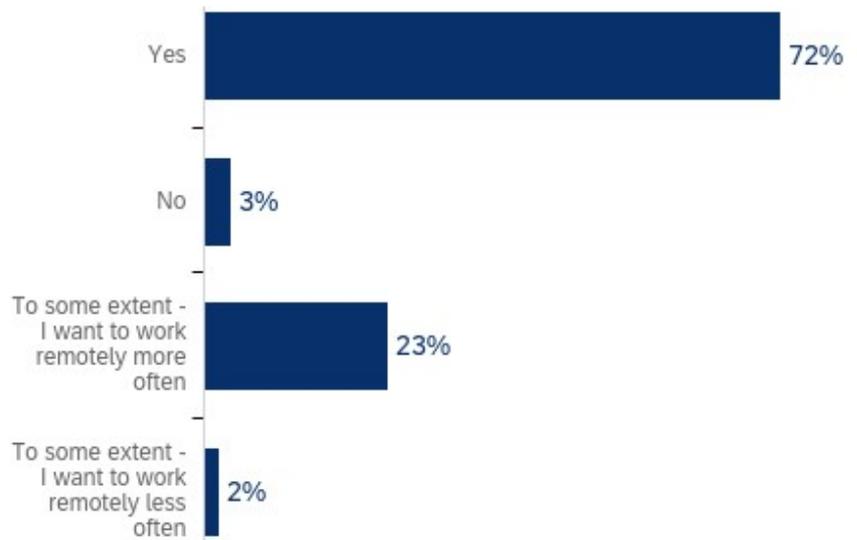


In terms of current remote / hybrid working preferences, 72% of respondents indicated that their preferences are being facilitated.

23% of respondents indicated that their remote / hybrid working preferences were being facilitated to some extent, but they want to work remotely more often.

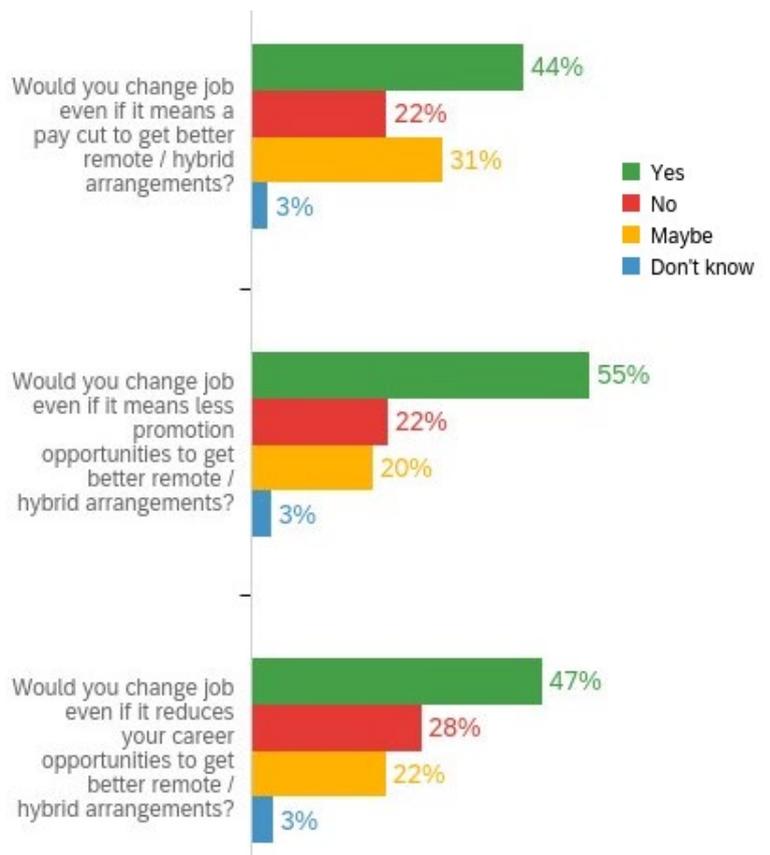
3% indicated that their remote / hybrid working preferences are not being facilitated while

2% indicated they would like to work remotely less often than they do at present.



The respondents who indicated that their remote / hybrid working preferences are not being facilitated were asked what they would do if this issue continues:

- 44% indicated that they would **change job even if it means a pay cut** and 31% said they may change job even if it means a pay cut.
- 55% indicated that they would **change job even if it means less promotion opportunities** and 20% said they may change job even if it means less promotion opportunities.
- 47% indicated that they would **change job even if it reduces their career opportunities** and 22% said they may change job even if it reduces their career opportunities.

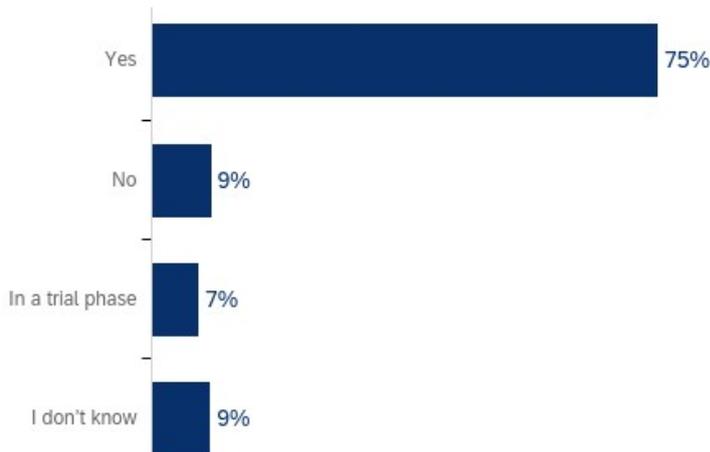


Remote / Hybrid Working Policies and Knowledge of Supports

75% of respondents indicated that their employer has a remote / hybrid working policy.

9% indicated that their employer does not have a remote / hybrid working policy while some 7% indicated there is a policy in a trial phase.

9% indicated that they do not know if their employer has a remote / hybrid working policy.



In terms of national remote / hybrid working policies and supports, most respondents indicated that they are aware of (95%) and use (94%) remote work tax relief.

11% are aware of the online Department of Enterprise and Employment's (DETE) remote / hybrid working supports, webpage and resources and 5% indicate that they have used same.

20% of respondents are aware of the ConnectedHubs.ie initiative with 6% indicating that they have used or currently use the ConnectedHubs.ie facilities.

Are you aware of the following remote / hybrid working supports?

	Yes
Remote work tax reliefs	95%
DETE remote working webpage and resources	11%
ConnectedHubs.ie	20%

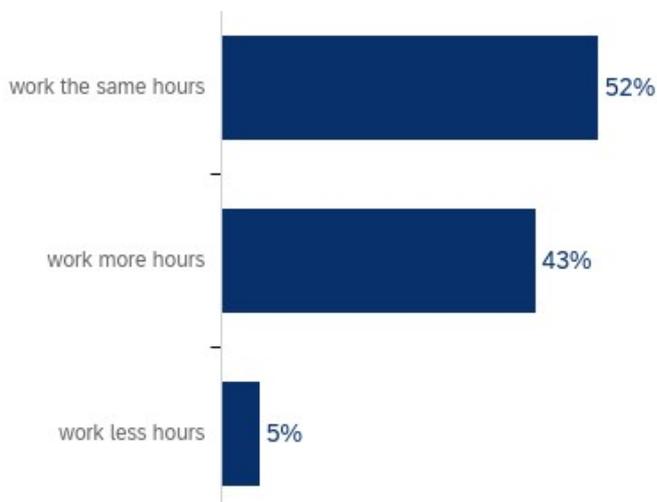
Have you / do you use the following remote / hybrid working supports?

	Yes
Remote work tax reliefs	94%
DETE remote working webpage and resources	5%
ConnectedHubs.ie	6%

Remote / Hybrid Working and Hours of Work

Respondents were asked about the impact of remote / hybrid working compared to working onsite on their hours of work, on average.

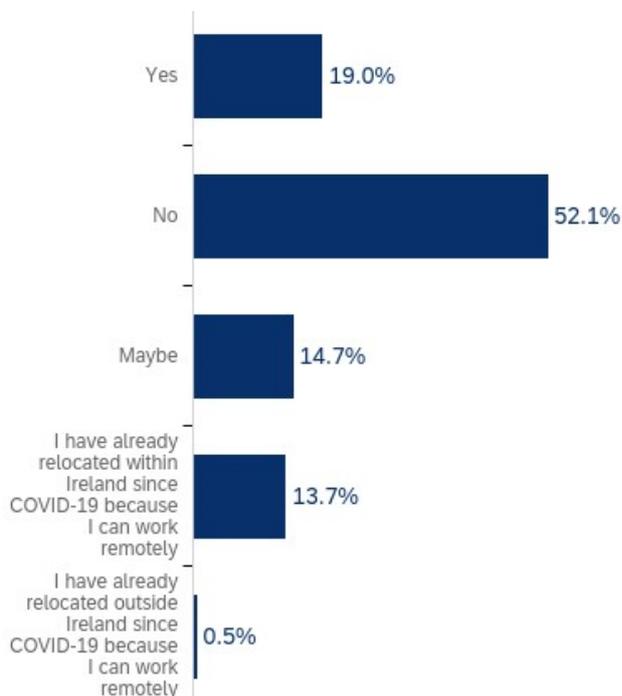
- 52% indicated that they work the same hours
- 43% indicated that they work more hours
- 5% reported that they work less hours.



Relocation and Remote / Hybrid Working

Respondents were asked about relocating to another location due to their experience of remote working since COVID-19.

- 52.1% indicated that they would not consider relocating
- 19.0% said they would consider relocating
- 14.7% said they may consider relocating
- 13.7% indicated that they have already relocated within Ireland since COVID-19 because they can work remotely.
- 0.5% indicated that they have already relocated outside Ireland since COVID-19 because they can work remotely.



Respondents who indicated that they **have already relocated within Ireland (13.7%)** since COVID-19 because they can work remotely were asked where they relocated from and where they relocated to.

Already Relocated: County Analysis

relocated from (top 10 counties):

Dublin	63.1%
Cork	6.6%
Galway	6.3%
Kildare	5.6%
Limerick	2.1%
Wicklow	1.8%
Meath	1.4%
Westmeath	1.4%
Sligo	1.3%
Waterford	1.3%

relocated to (top 10 counties):

Cork	10.3%
Galway	10.1%
Kildare	6.6%
Mayo	5.6%
Donegal	5.2%
Wexford	5.0%
Sligo	4.8%
Dublin	4.5%
Wicklow	4.4%
Kerry / Meath (joint 10 th)	4.2%

Respondents who indicated they **would consider (19%) or may consider (14.7%) relocating** due to their experience of remote working since COVID-19 were asked where they would consider **relocating to** and the following were the top choices:

Relocation: County/Destination Analysis

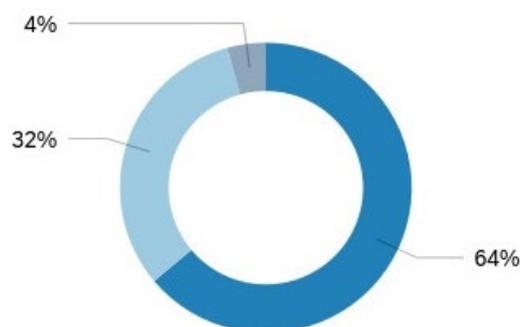
Outside Ireland	19.0%
Galway	10.5%
Cork	9.1%
Kerry	6.1%
Wicklow	5.6%
Wexford	5.0%
Clare	4.3%
Donegal	4.3%
Dublin	4.1%
Mayo	3.9%

Demographics and Respondent Profile

Please note that this demographics section represents the profile of the respondents to the survey. The data in pages 7-11 reflects a sample that was weighted to reflect the age, sex, region and educational characteristics of workers in Ireland (see page 5).

Sector

- 64% of respondents work in the private sector
- 32% of respondents work in the public sector
- 4% of respondents work in the third sector



■ Private sector ■ Public sector ■ Third sector - charity

Industry

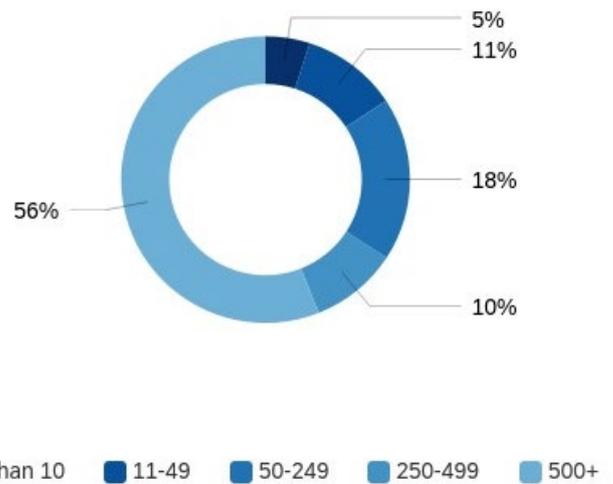
The following table sets out the percentage of respondents working across different industry categories.

1	Agriculture, forestry and fishing	0.8%
2	Industry	2.3%
3	Construction	1.9%
4	Wholesale and retail trade; repair of motor vehicles and motorcycles	0.9%
5	Transportation and storage	1.1%
6	Accommodation and food service activities	0.5%
7	Information and communication	19.9%
8	Financial, insurance and real estate activities	14.6%
9	Professional, scientific and technical activities	16.8%
10	Administrative and support service activities	8.5%
11	Public administration and defence; compulsory social security	5.3%
12	Education	7.7%
13	Human health and social work activities	5.3%
14	Other	14.6%

Organisation Size

Respondents were asked to indicate the number of employees in their organisation:

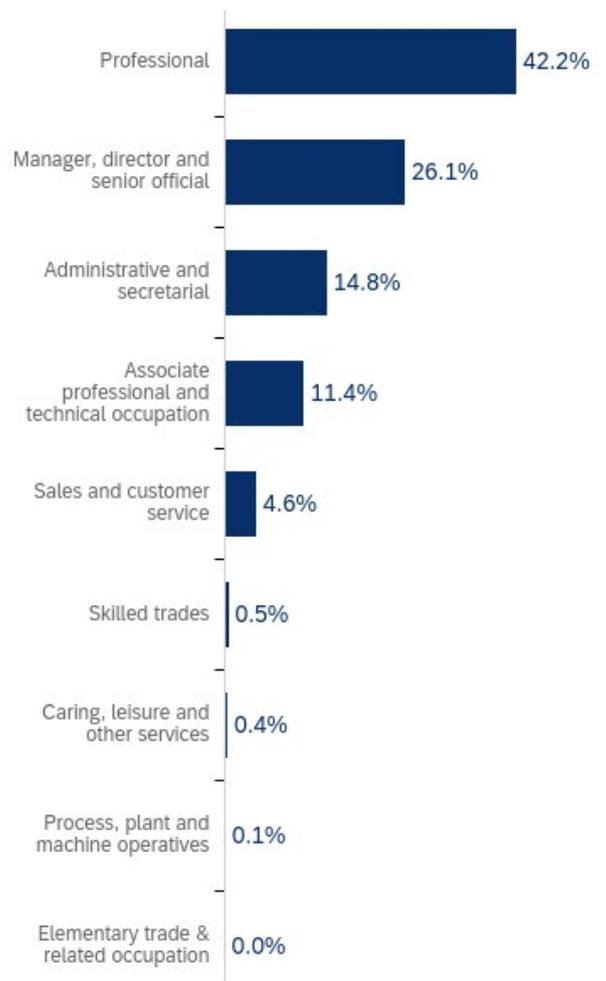
- 56% worked in organisations with 500 or more employees
- 10% worked in organisations with 250-499 employees
- 18% worked in organisations with 50-249 employees
- 11% worked in organisations with 11-49 employees
- 5% worked in organisations with 10 employees or less.



Occupation

The majority of respondents described themselves as professionals (42%).

Managers, directors and senior officials were the second highest occupational category (26%) followed by administrative and secretarial (15%).



Salary

Respondents were asked to indicate their salary range:

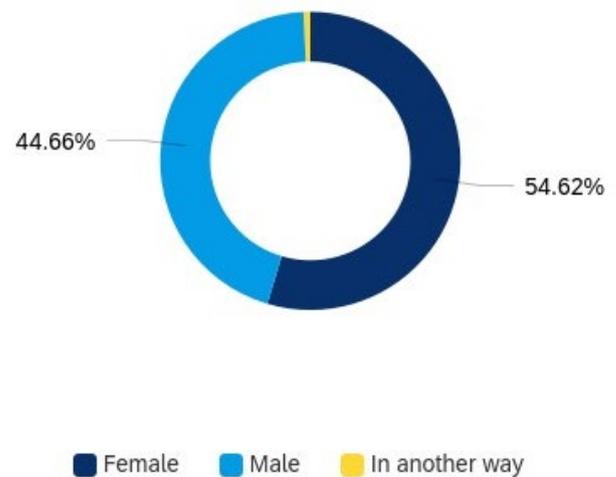
- 29% indicated that their salary was between €50,000 and €69,999
- 23% indicated that their salary was between €30,000 and €49,999
- 20% indicated that their salary was between €70,000 and €89,999
- 12% indicated that their salary was between €90,000 and €109,999
- 12% indicated that their salary was over €110,000
- 4% indicated that their salary was less than €30,000.



Gender

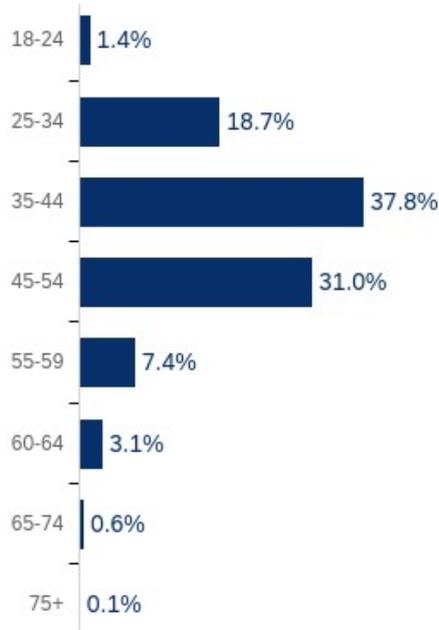
Respondents were asked how they would describe their gender:

- 54.6% were female
- 44.6% were male
- 0.7% describe themselves in another way.



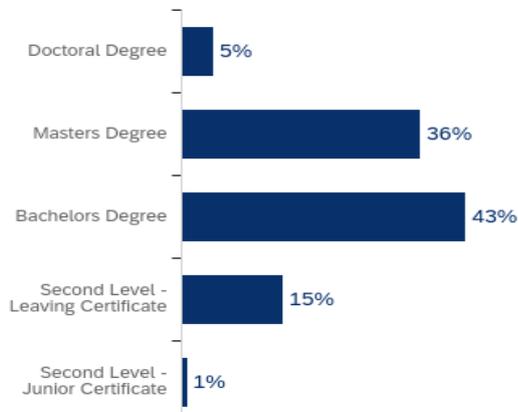
Age

- 1% were aged 18-24 years
- 19% were aged 25-34 years
- 38% were aged 35-44 years
- 31% were aged 45-54 years
- 7% were aged 55-59 years
- 3% were aged 60-64 years
- 0.7% were aged over 65 years



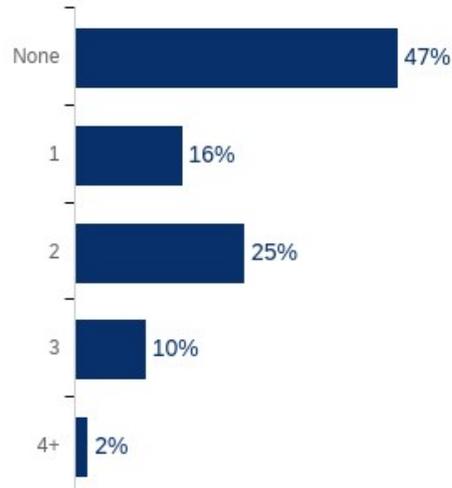
Education

- 5% had a Doctoral degree
- 36% had a Master's degree
- 43% had a Bachelor's degree
- 15% had second level education to leaving certificate or equivalent
- 1% had second level education to leaving certificate or equivalent

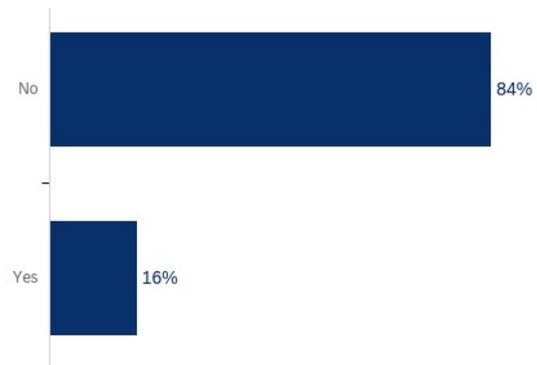


Dependent Children & Eldercare Responsibilities

47% had no dependent children living with them, 16% had one child, 25% had two children, 10% had three, and 2% had four or more children living with them.

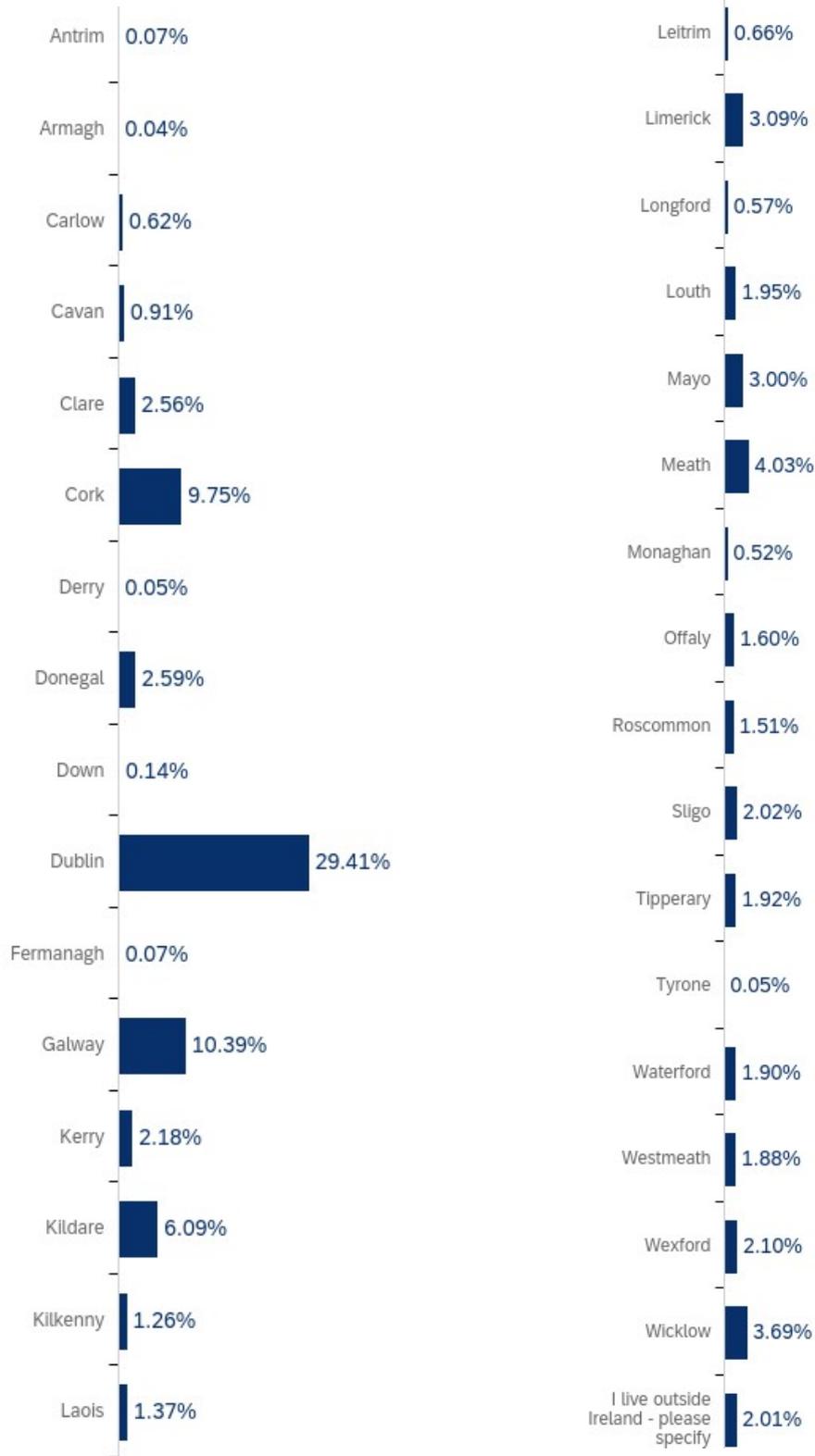


84% had no elder care responsibilities and 16% had elder care responsibilities.



Location

The figures below present the counties in Ireland where respondents were living.



Appendix: Additional Analysis & Statistics for Remote and Hybrid Working Patterns

Cross-tab of Remote and Hybrid Working Patterns and Sector

		Sector			
		Total	Private sector	Public sector	Third sector - charity
Remote and Hybrid Work	Working fully remotely	38%	46%	15%	51%
	Working hybrid	59%	51%	80%	45%
	Working fully onsite	3%	3%	5%	4%

Cross-tab of Remote and Hybrid Working Patterns and Sex

		Sex			
		Total	Female	Male	In another way
Remote and Hybrid Work	Working fully remotely	38%	31%	43%	68%
	Working hybrid	59%	64%	56%	28%
	Working fully onsite	3%	5%	2%	4%

Cross-tab of Remote and Hybrid Working Patterns and Age

		Age								
		Total	18-24	25-34	35-44	45-54	55-59	60-64	65-74	75+
Remote and Hybrid Work	Working fully remotely	38%	42%	44%	37%	36%	34%	25%	38%	40%
	Working hybrid	59%	52%	54%	61%	61%	64%	65%	57%	60%
	Working fully onsite	3%	6%	2%	2%	3%	3%	10%	4%	0%

Cross-tab of Remote and Hybrid Working Patterns and Dependent Children and Elder Care Responsibilities

		Children					
		Total	None	1	2	3	4+
Remote and Hybrid Work	Working fully remotely	38%	39%	40%	33%	36%	29%
	Working hybrid	59%	57%	58%	64%	62%	67%
	Working fully onsite	3%	4%	2%	3%	2%	4%

		Do you have eldercare responsibilities?		
		Total	No	Yes
Remote and Hybrid Work	Working fully remotely	38%	39%	30%
	Working hybrid	59%	58%	66%
	Working fully onsite	3%	3%	4%

Cross-tab of Remote and Hybrid Working Patterns and Industry

		Industry														
		Agriculture, forestry and fishing	Industry	Construction	Wholesale and retail trade; repair of motor vehicles and motorcycles	Transportation and storage	Accommodation and food service activities	Information and communication	Financial, insurance and real estate activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defence; compulsory social security	Education	Human health and social work activities	Other	
		Total														
Remote and Hybrid Work	Working fully remotely	38%	20%	31%	17%	33%	18%	38%	51%	30%	50%	26%	11%	14%	26%	46%
	Working hybrid	59%	69%	61%	80%	63%	80%	61%	48%	69%	49%	70%	88%	79%	65%	48%
	Working fully onsite	3%	12%	8%	3%	4%	2%	1%	1%	1%	2%	4%	2%	7%	9%	6%



Cross-tab of Remote and Hybrid Working Patterns and Region

		Region			
		Total	Eastern and Midland	Northern and Western	Southern
Remote and Hybrid Work	Working fully remotely	38%	31%	43%	45%
	Working hybrid	59%	66%	52%	52%
	Working fully onsite	3%	3%	5%	3%

Previous National Remote Working in Ireland Reports (available [here](#))

McCarthy, A., O'Connor, N., Ó Síocháin, T. and Frost, D. (2022). 2022 Remote Working in Ireland - Survey Report. Galway, Ireland: NUI Galway Whitaker Institute & Western Development Commission. ISBN: 978-1-911690-07-8.

McCarthy, A., O'Connor, N., Ó Síocháin, T. and Frost, D. (2021). Remote Working: Ireland's National Survey - Phase III Report. Galway, Ireland: NUI Galway Whitaker Institute & Western Development Commission. ISBN: 978-1-908358-92-9.

McCarthy, A., Bohle Carbonell, K., Ó Síocháin, T. and Frost, D. (2020). Remote Working during COVID-19: Ireland's National Survey - Phase 2 Report October 2020. Galway, Ireland: NUI Galway Whitaker Institute & Western Development Commission. ISBN: 978-1-908358-85-1.

McCarthy, A., Ahearne, A., Bohle Carbonell, K., Ó Síocháin, T. and Frost, D. (2020). Remote Working During COVID-19: Ireland's National Survey Initial Report May 2020. Galway, Ireland: NUI Galway Whitaker Institute & Western Development Commission. ISBN: 978-1-908358-79-0.