

TASC/FEPS

A Review of Research Issues in Ireland

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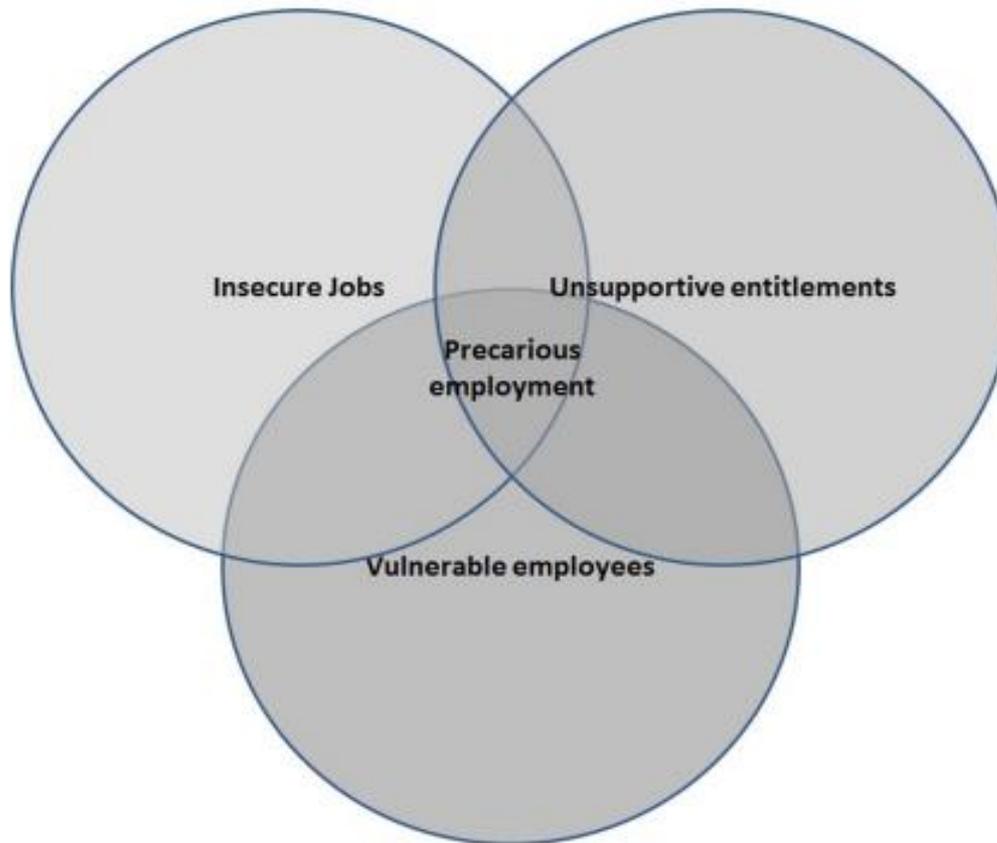
Outline

- Definitions
- Ireland & job quality
- Research to date
- Data gaps



Conceptual model

M. Olsthoorn



Job Quality

	Eurofound (Job quality)	OECD (Job quality)	ILO (decent work)
Earnings	✓	✓	✓
Working time	✓	✓	
Job/Labour market security	✓	✓	✓
Intrinsic job quality: job strain, job intensity, autonomy, control, physical environment	✓	✓	✓



Comparative study on Job Quality

	‘High quality’ jobs (%)	‘Low quality’ jobs (%)
Ireland	45	55
UK	48	51
Social Democratic	66	34
Continental	52	48
Southern Eur.	30	70
CEE	34	67

Source: Holman, D. (2013)



Active & Insecure jobs

	'Active' jobs (%)	'Insecure' jobs (%)
Ireland	14	29
UK	17	21
Social Democratic	29	11
Continental	23	11
Southern Eur.	9	22
CEE	6	16

Source: Holman, D. (2013)



Risk of Precariousness

	Low risk	Medium risk	High risk
Open-ended full-time contracts	✓		
Open-ended part-time contracts	✓		
Marginal and involuntary part-time work		✓	
Fixed-term		✓	
Self-employment		✓	
Temporary agency and posted work		✓	✓
Informal/undeclared work			✓
Zero hours contracts			✓
Source: Broughton et al. (2016)			

Low Pay

- Approx. 25% private sector employees are low paid
- Who and where are they?



Low Pay in Private Sector

Sector	Distribution of employees by JLC pay (%)	Distribution of all private sector employees %
Industry	16	34
Wholesale/retail	33	20
Hotels-restaurants	21	9
Finance/admin	15	21
Transport/others	15	15



Retail/Hospitality as % of Total Indigenous Employment

	2012 Hospitality	2012 Retail
EU 15	9	25
Small open economies	7	23
Ireland	17	29

Source: Taft, M. (2016)



Research in Ireland

Pay	Experience of precarious work	Polarisation	Public policy	Responses
Low pay studies (ESRI)	Working conditions (Wickham & Bobek) - Construction, hospitality, finance, IT	Working hours (NERI)	Wage setting mechanisms (O'Sullivan & Royle; Whitson)	Union organising (Murphy & Turner)
Basic and overtime pay (Turner & O'Sullivan),	Migrants (Wickham, Krings, Bobek et al) – hospitality, construction; (Dundon et al)	Occupations (Turner)	Tax issues (TASC, NERI)	Tripartite responses (Murphy, Simms)
Characteristics of MW workers; low pay; increases in low pay; living wage (NERI; Low Pay Commission)	Zero hours study (O'Sullivan et al) Hospitality, retail, education, health		Labour activation; internships (Murphy)	
Income/Economic inequality (NERI, TASC, ESRI)			Gender and austerity (Murphy; Barry & Conroy)	
Immigrant earnings; (Turner et al)				

Data Gaps

- Pay
 - Payment systems
- Experience of precarious jobs
 - Quantitative data – contractual arrangements, quality of jobs
 - Permanent and temporary trends
 - Job mobility
 - Age groups
 - Employees managing insecurity
 - Employees managing the future
 - Employee resistance



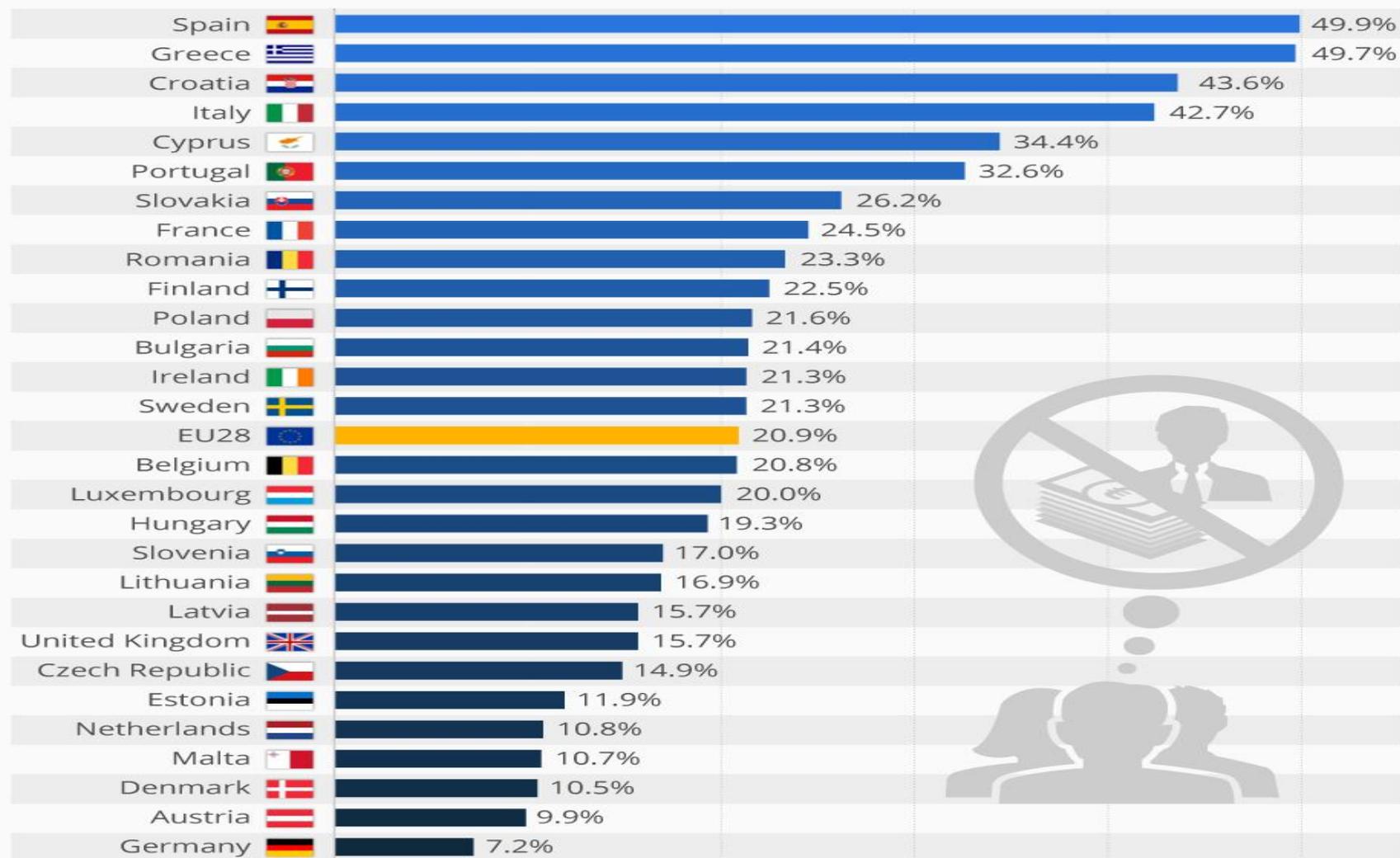
Data Gaps

- Sectors
 - The arts, aviation, non-profit
- HR management - retention; segmented labour forces; quality of service
- Line management
- Good practice
- ‘Even in good workplaces’
- Reassessment of union strategies



Youth Unemployment Still Unrelenting In Europe

Youth unemployment rate in the European Union in March 2015*



Trade Union Density, Ireland	2006 %	2016 %	%change
Agri, Forestry, Fishing	7	6	-14
Industry	34	19	-44
Construction	24	13	-45
Wholesale & Retail	17	11	-35
Transport	49	35	-29
Accommodation & Food	9	2	-78
Information & Communication	23	9	-61
Financial, insurance and real estate	32	20	-38
Professional, Scientific and Technical Activities	16	8	-50
Administrative & Support	19	8	-58
Public Administration and Defence	78	68	-13
Education	60	59	-2
Health and Social Work	48	42	-13
Other Services	13	8	-38
All (including not stated)	32	24	-25