

# Presentation to Tasc Conference

What is happening to Jobs in Ireland?

# Overview of our current Employment

- 1.9m people employed as of Q1.2016
- 325,000 are self employed
- 1.6m are employees.

# Overview of Jobs in Ireland

- 380,000: Public Service incl. State Agencies
- 109,000: Agriculture, Fisheries Forestry.
- 250,000: Industry/Manufacturing
- 131,000: Construction
- 509,000: Retail/Accommodation/Transport
- 200,000: Financial/Info/Comm/Profess/Scientific.

# General Labour Market Overview

- Ireland has one of the highest rates of low pay
- 1 in 4 earn equal to /or less than 2/3 median wage (NERI)
- 76,000 workers earn the Minimum Wage (cso)
- 439,000 part-time workers in the Economy
- 36% underemployment (cso)
- Half of all low paid workers are part-time
- Quarter of all low paid workers work less than 20 hours per week (NERI)
- Dramatic increase in no. of families in receipt of FIS. (State propping up incomes arising from low pay)

# Overview by Sector

## Public Service

- Smaller Public Service
- Employees reduced Pay and Terms/Conditions
- Some Low Hour Contracts /Low pay features
- Restoration of Pay in process
- High Unionisation - Collective Bargaining
- Outsourcing
- Self employment contracts.

# Sectoral Overview

## Agriculture/Fisheries/Forestry

- Clusters of Low Pay
- JLC's Mushrooms
- Recent revelations – Fishing Industry – rates below the NMW

# Sectoral Overview

## Industry/Manufacturing

- Strong FDI presence in manufacturing
- Chemical/Pharma, Medical Devices:  
High Unionisation – Collective Agreements Pay increases /restructuring
- High Tech Industry:
  - not unionised, Individual Performance Pay models, ICT – based Mobile work (work from anywhere,at anytime , supported new Technologies
- Lesser skilled Manufacturing Industry - Low Pay SME's

# Sectoral Overview

## Construction

Employment levels rising (281,800 2007 / 96,000/2009 – 121,000/2015)

Registered Agreement unconstitutional 2012.

Pay rates have declined

Sectoral Employment Order claim in process

Bogus Self Employment strong feature in this industry.

In 5 years (09-13) Direct employment fell by 41,700

Temporary Employment rose by 44% (CSO)



# Sectoral Overview

## Retail/Accommodation/Transport

- Traditionally Low Pay Sectors
- National Minimum Wage
- JLC's apply –Hospitality/Retail Employers refuse to participate
- Low Hour contracts/ 'If and When' contracts, precarious work -commonplace
- Part- time employment widespread
- High Female participation
- Low Unionisation

# Sectoral Overview

## Financial/Info/Communication/Prof/Scientific

- High Skill/High Pay , Clusters Low Pay
- High Unionisation in some areas
- ICT-Based mobile work
- Unpaid Interns / Self Regulated Traineeships
- Bogus-Self Employment (Info)

# High Pay in Private Sector

- Not a subject often discussed (ICTU developing Paper)
- Template : Basic Pay, Bonus: (can be more than 100% salary) Long Term Incentive Plan: Can only reach 100% of salary. Pension: 10-20%
- Look at some of Irish Listed Companies and CEO remuneration: CRH CEO- € 7.8m - 3 Directors €5.5/€5.58m
- Irish Cont Group (2014) €1.5m Glanbia ,€1.6m
- Paddy Power Ceo € 1.4m, Grafton Group Ceo €1.23m with the average wage in 2014 €26,600 pa. (48 times)

# Global Trends

- What is happening to jobs in Ireland is in line with global trends
- Thatcher/Regan's so called liberalised economy model produced systematic inequality in the Labour Market
- Globalisation and /Technology has increased the demand for highly skilled workers and lowered demand for less skilled ones. This is particularly evident in manufacturing, IT/Communications Sectors
- Globally, middle income jobs are being hollowed out while the Services Sector is expanding together with low paying jobs.

# General Context

- Causes of Inequality are complex
- Capitalist philosophy: to minimise the distribution of wealth to workers
- They determine how people will live into the future
- Will they have a decent wage?
- Will they have a good pension?
- Will they be able to have a roof over their head or educate their children?
- The only people who really understand this message this are those who are driving it

# Their Alternative approach

- They promote and utilise these tools to minimise the cost of labour and maximise their own return
- Low Pay, Zero Hour Contracts, Bogus Self employment outsourcing , minimum/no pension entitlement non participation in JLC's . Company Law provisions permitting Clery's debacle. (UK a lot worse anti TU leg.)
- State intervention /Social Transfers essential to alleviate poverty and ease **their** burden
- They control the narrative , so that workers never join up the dots , if did they might do something about it!!!

# What Role do Trade Unions Play?

- In Ireland no right to Collective Bargaining or TU Recognition. --- Referendum ????
- Succeeded in achieving reform in Industrial Relations (Amendment) Act 2015
- Sectoral Employment Orders provide useful pathway
- JLC's if utilised likewise
- Legislative amendments necessary OWTA banded hours contracts , company law (Clerys) Bogus self employment , Public Procurement. Window of opportunity??? Recent Labour Party Motion

# Real Alternative

- Imagine if Union Density in Low Pay sectors was to dramatically increase
- Industrial Leverage alone would force these issues to be resolved., this accounts for the massive opposition by the other side to any reform sought on these issues
- Trade Union members are not usually in low pay category : Changes in TU structures very slow
- SEO/ Organised Labour provide some of the answers
- Challenge for the Movement : Build the population of organised Labour , when we do we can beat them!