

Precarious work in the Republic of Ireland

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Presenting findings of upcoming:

Nugent, C, Pembroke, S & Taft, M (2019), *Precarious work in the Republic of Ireland*, NERI Working Paper Series, Dublin

Notable recent publications:

- Kelly, E., & Barrett, A. (2017). *Atypical work and Ireland's labour market collapse and recovery*. *The Economic and Social Review*, 48 (4, Winter), 463-488.
- Nugent, C (2017), *Precarious work in the elementary professions, NERI WP series*, Dublin
- Pembroke, S. (2018) *Precarious work precarious lives: how policy can create more security*, TASC: Dublin
- Bobek, A, Pembroke, S & Wickham, J (2018), *Living with Uncertainty. The Social Implications of Precarious Work*. TASC, Dublin
- O'Sullivan, M., Turner, T., McMahan, J., Ryan, L., Lavelle, J., Murphy, C., O'Brien M. & Gunnigle, P. (2015). *A study on the prevalence of zero hours contracts among Irish employers and their impact on employees*. *Kemmy Business School (éd.)*, Limerick, University of Limerick.
- McGuinness, S., Bergin, A., Keane, C., & Delaney, J. (2018). *Measuring Contingent Employment in Ireland*. ESRI, Dublin

Structure:

- 1) At-risk of precariousness: employee contracts over time. Evidence from the Survey on Income and Living Conditions.
- 2) Precarious living: Rising share of working poor employees?
- 3) A structural shift towards more precarious contracts in the Irish labour market?

Note: SILC data also used in McGuinness et al (2018)

Framework: European Parliament, Broughton et al 2016, Risk of Precariousness

Employment Contract	Risk Assessment
Open-Ended (Full and Part-time)	Low-Risk
Marginal Part-Time work	Medium
Involuntary Part-Time work	Medium
Temporary/ fixed term contracts	Medium
Temporary Agency Work	Medium-High
Self-Employment	Medium
Bogus Self-Employment	Medium
Zero hours contracts	High
Posted work	Medium-High
Informal/undeclared work	High

Issues around accurate measurement

Example: Unlimited/permanent/open-ended contracts

EU-SILC (2016) (Employees 'at work')	EWCS (2015) Employees	ESS (2016) (Employees 'in paid work')
86.8	71.6	54.6

Source: CSO (2018), Survey on Income and Living Conditions, 2004-2016, European Social Survey (2018), 2004-2016, European Working Conditions Survey (2018), 2010-2015

Notes: Latest LFS data for 2016 estimates employee temporary contracts to be 9.5% (Q4 2018). 8.5% (Q4 2016)(break in series)
Similar issues around part-time work LFS v SILC
ESS shows Ireland to have lowest share of unlimited contracts

SILC Non Standard Contracts, 2004-16, employees, 'at work'

	2004	2006	2008	2010	2012	2014	2016
Permanent FT ('typical' contract)	72.6	70.0	68.8	64.4	64.2	67.1	68.9
Permanent PT (involuntary; market barriers)	1.3	1.3	2.1	6.0	8.0	6.4	3.8
Permanent PT (involuntary; social barriers)	8.2	8.1	8.2	7.5	5.7	5.2	5.7
Permanent PT (other)	6.8	8.5	9.2	9.5	8.3	7.5	8.4
Temporary FT	4.5	4.4	4.6	3.9	4.4	4.4	4.7
Temporary PT	3.0	3.8	4.0	5.0	5.0	5.9	4.7
Occasional no contract/other	3.7	4.0	3.2	3.6	4.3	3.6	3.8

Source: CSO (2018), Survey on Income and Living Conditions 2004-2016 & author's calculations

Note: Rates refer only to those whose reported principal economic status is 'at work'.

*Reasons for working less than 30 hours a week: 1. education or training 2. illness or disability 3. Want to work more hours, but cannot find a full-time job 4. **Do not want to work more hours** 5. Number of hours in all jobs are considered as full time job 6. Housework 7. Looking after children or other persons 8. Other reasons*

Precarious Living:

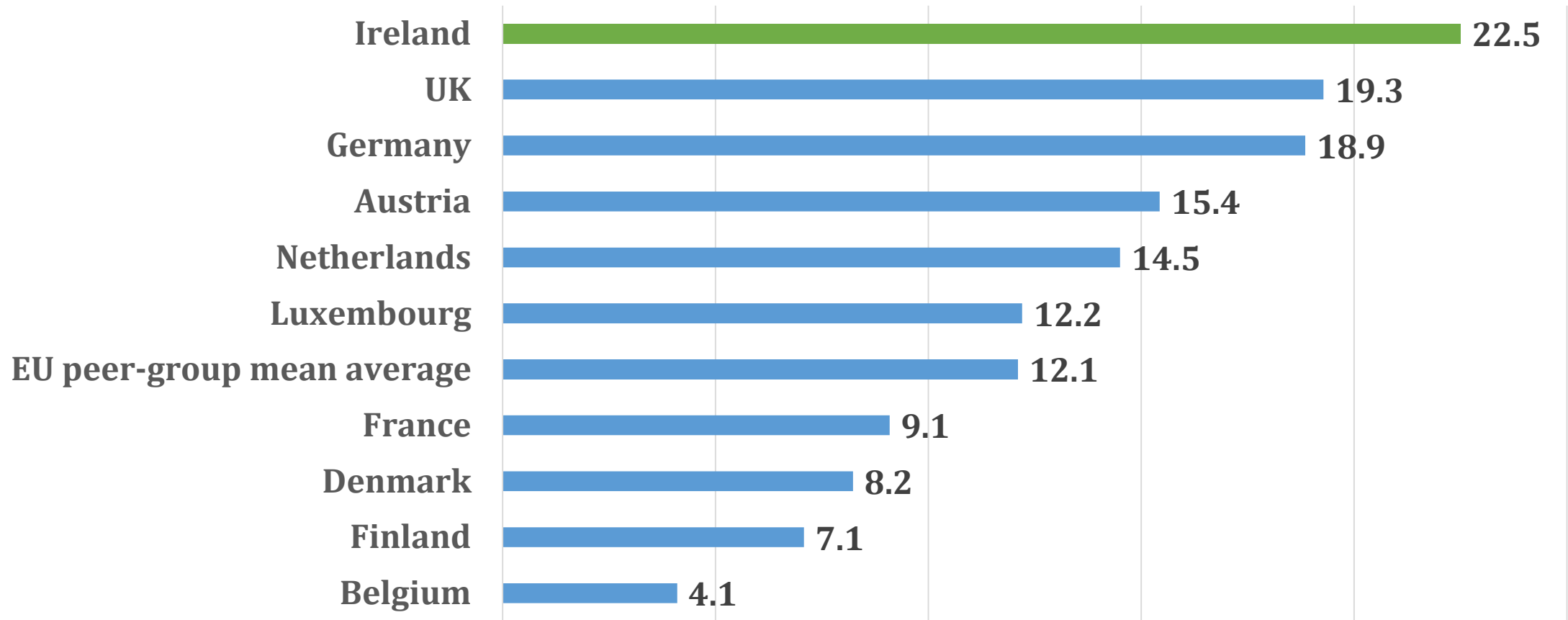
1) Low pay (OECD)

2) Deprivation (SILC)

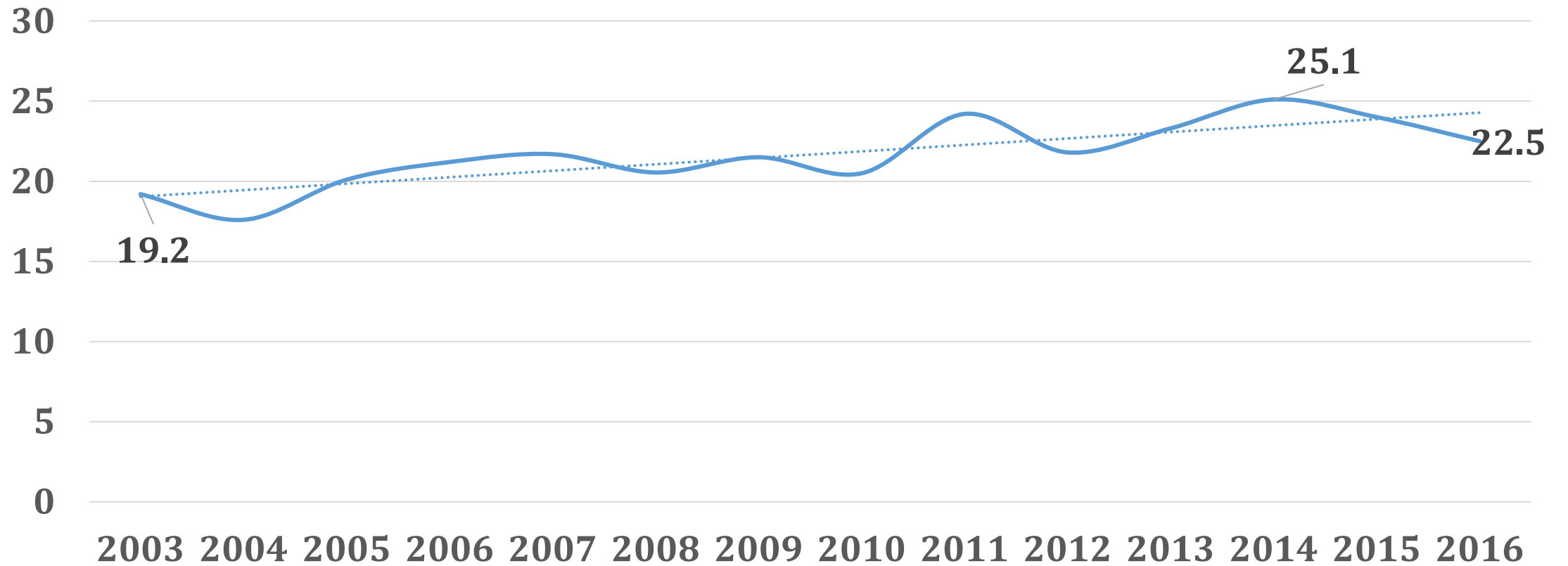
(An individual is defined as being deprived if they experience two or more forms of enforced deprivation (deprivation rate))

3) Inability to Afford an unexpected expense
(€875-€1,000) (SILC)

Incidence of Low Pay, International Context: 2016 (Full-time workers)

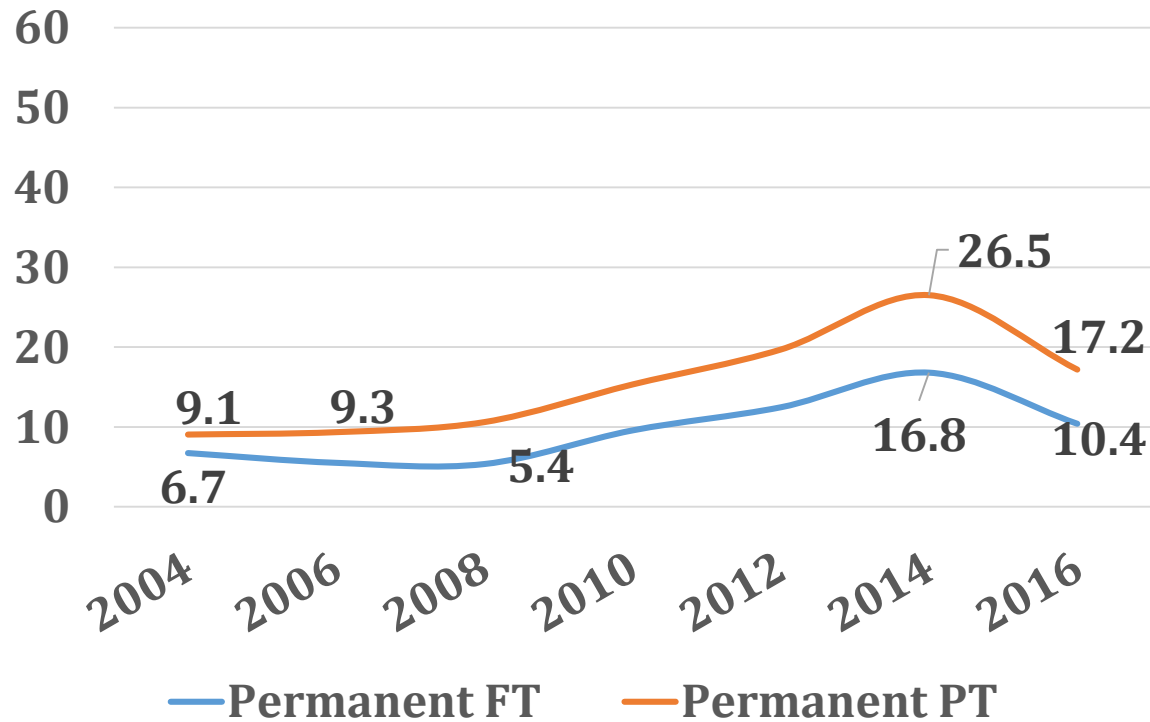


Incidence of Low Pay (% of employees, full-time): 2003-2016

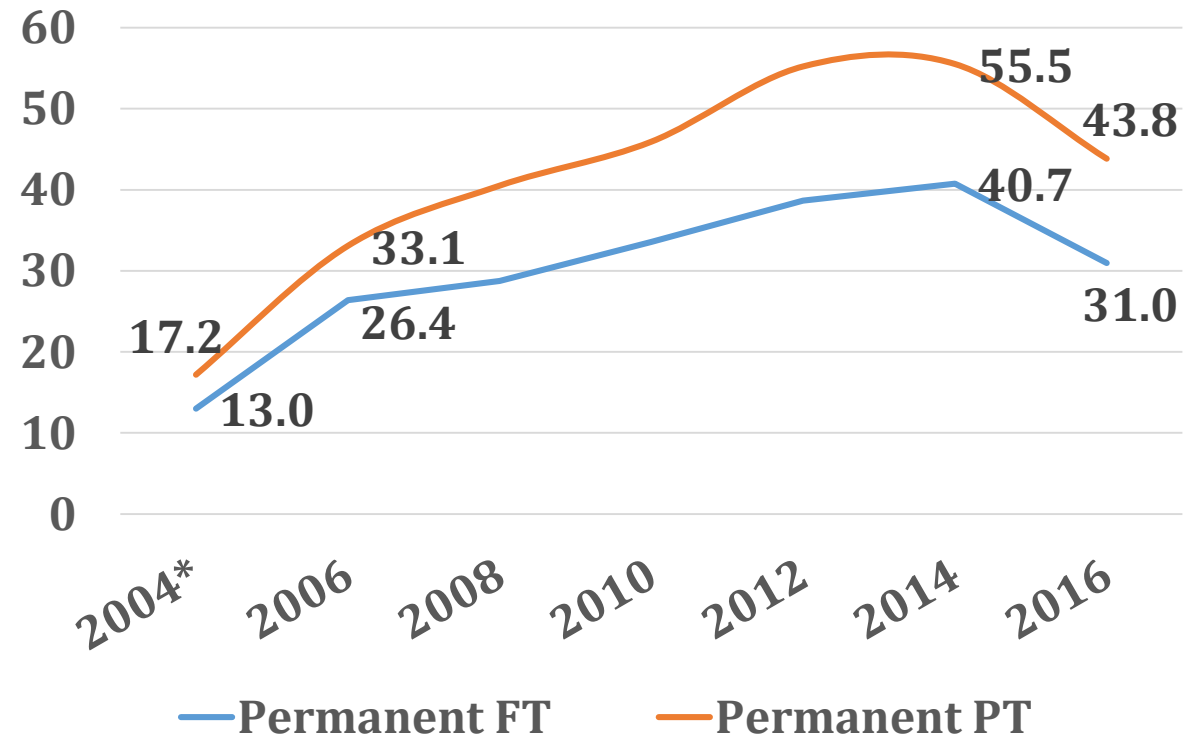


Precarious Living: Permanent Workers

Deprivation



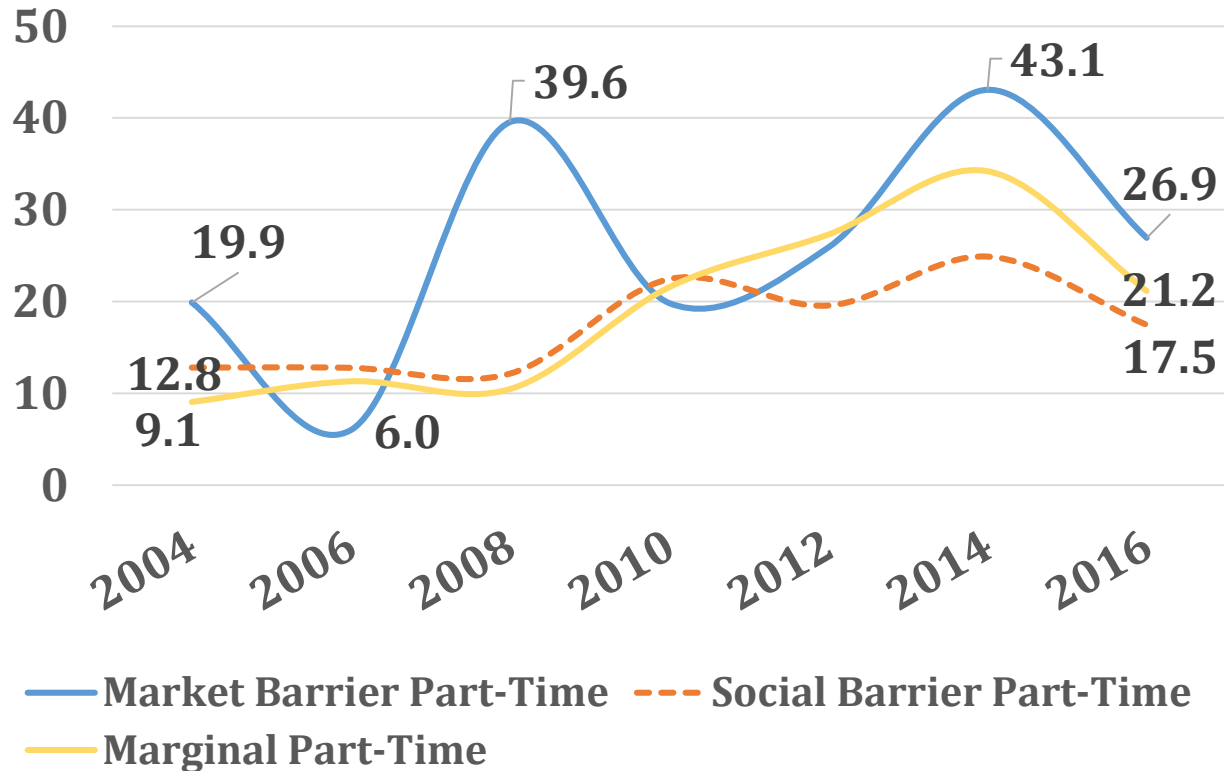
Unexpected Expense



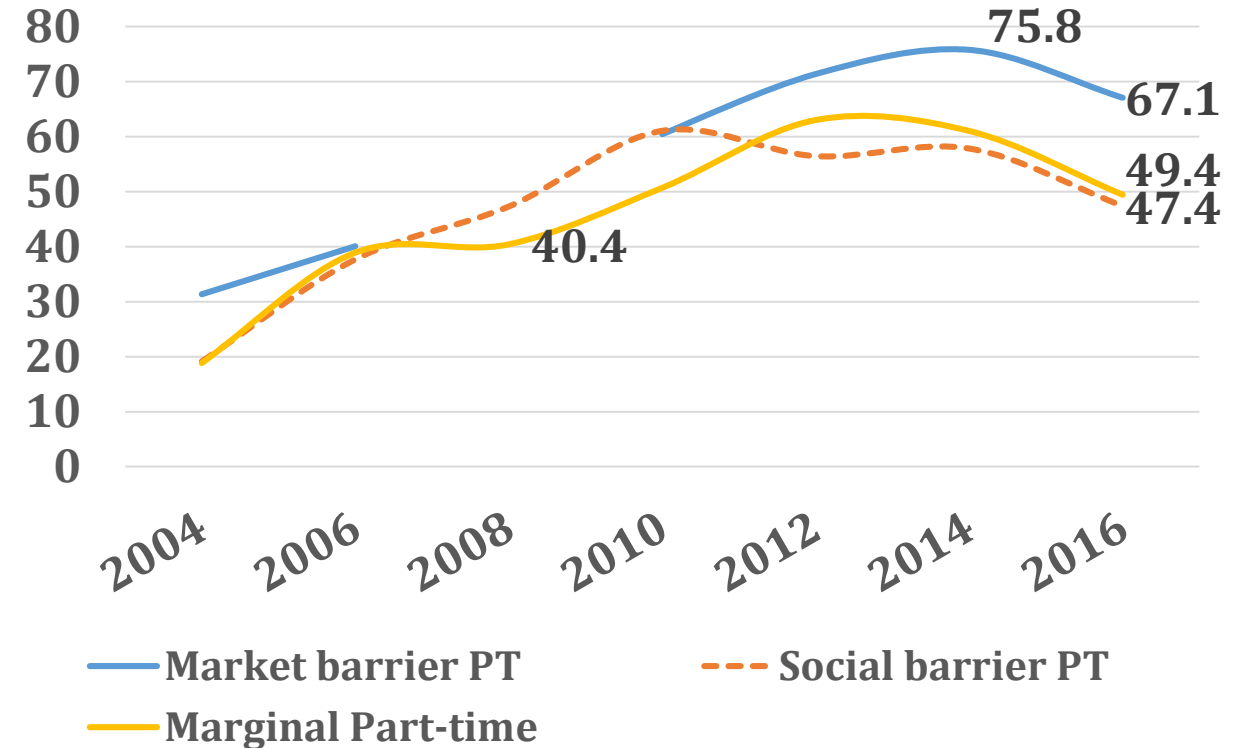
Note: New round of SILC shows headline rate of deprivation to have fallen from 21.0% to 18.8 & 2016-2017

Precarious Living: Categories of part-time workers

Deprivation



Unexpected Expense

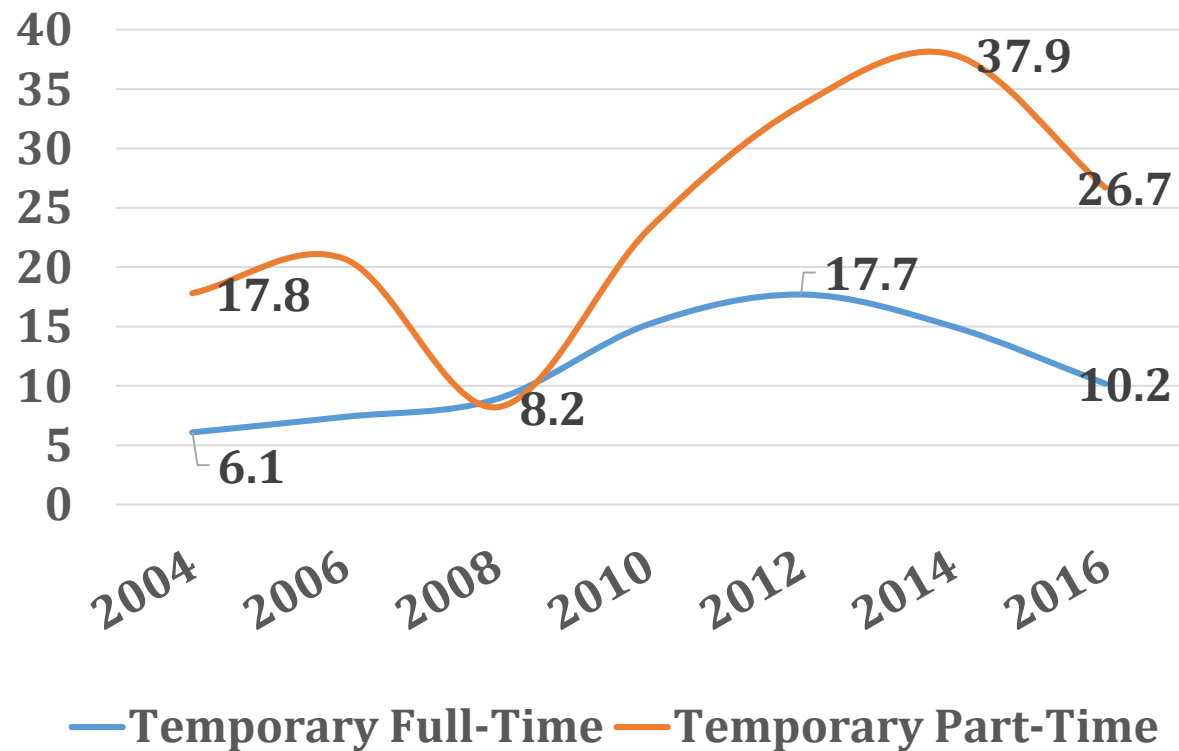


Precarious Living: Temporary Workers

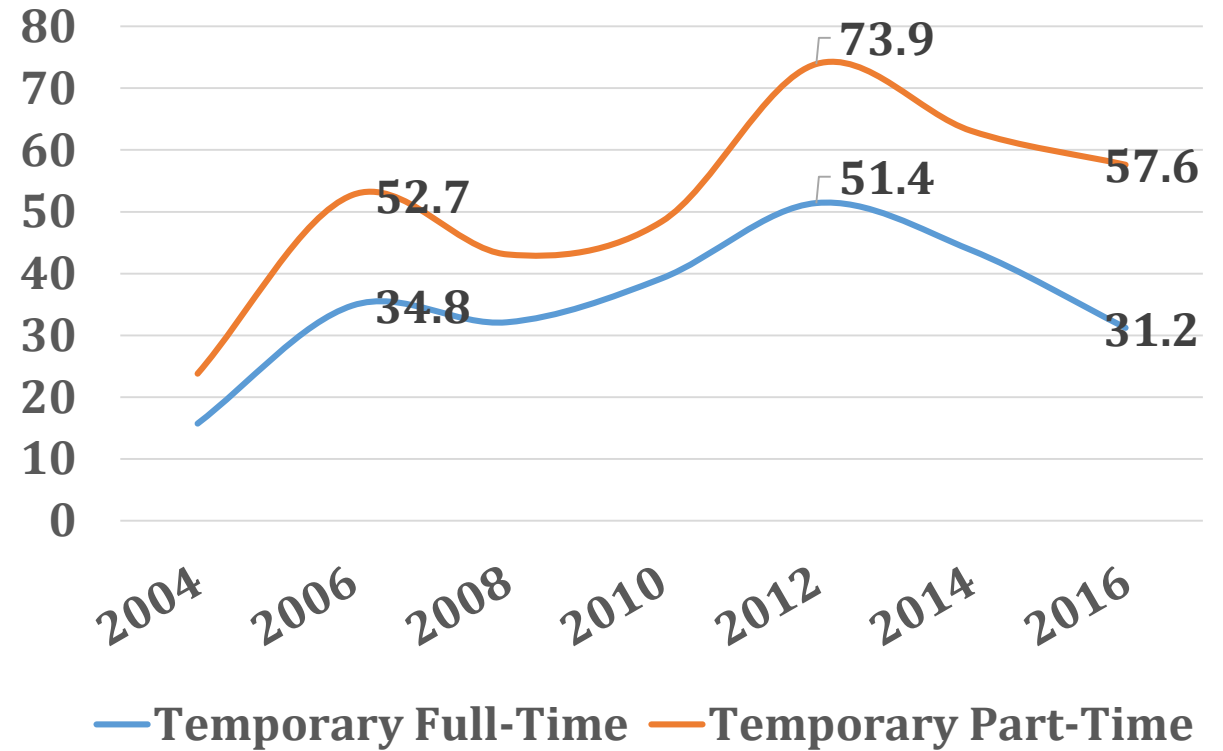


Research for new economic policies

Deprivation



Unexpected Expense



A structural shift in the Irish Labour Market?

A structural shift?

New contracts (1 year or less in current job, 'at work')

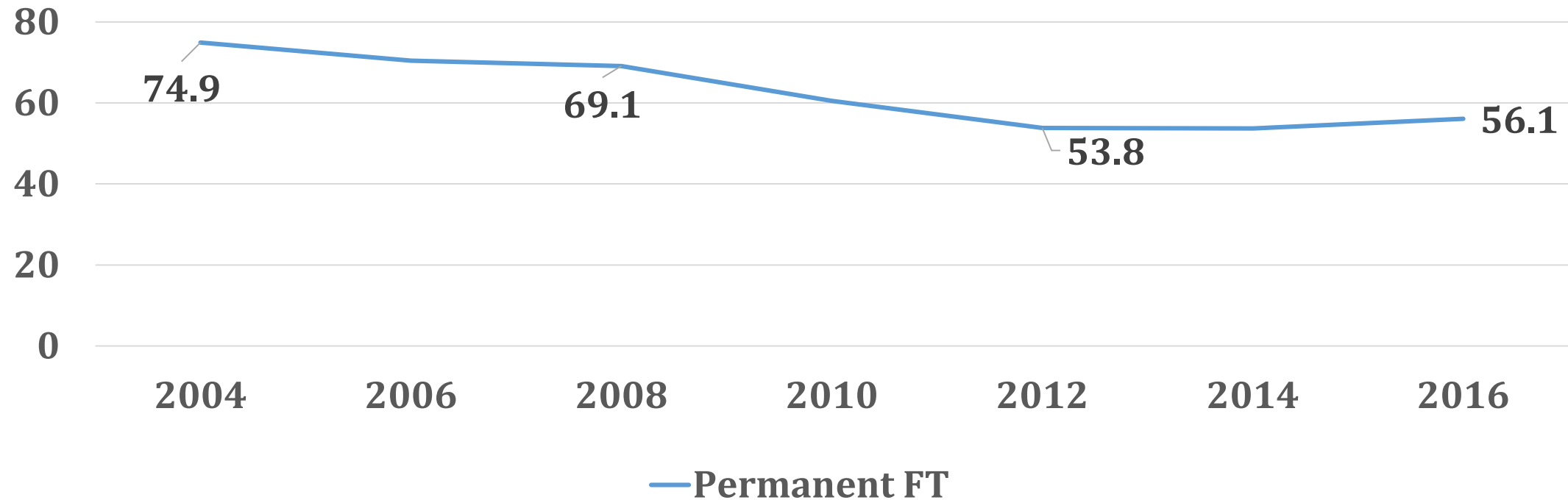
	2006	2008	2010	2012	2013	2014	2015	2016
Permanent Full-time	54.5	55.1	32.1	34.5	34.1	42.1	41.4	43.6
Permanent Part-time	13.5	17.6	23.2	19.2	21.8	17.6	17.5	18.9
Temporary Full-time	15.3	12.2	13.6	13.8	14.4	14.4	13.1	11.8
Temporary Part-time	8.9	*	18.5	19.3	16.1	18.5	18.3	13.5
Occasional no c'trct/other	7.8	*	12.7	13.3	13.6	7.4	9.8	12.2

Source: CSO (2017), Survey on Income and Living Conditions 2004-2016 & author's calculations

Note: Analysis only includes those who identify as 'at work' as their principal economic status.

A structural shift?

Contracts for young people (<31)



Source: CSO (2017), Survey on Income and Living Conditions 2004-2016 & author's calculations

Note: Analysis only includes those who identify as 'at work' as their principal economic status.

Transitions: temporary to permanent contracts, 25-39 years

	2011	2012	2013	2014	2015	2016	2017
Denmark	29	29	37	38	40	21	28
Norway	25	24	21	27	23	22	22
Switzerland	25	22	22	20	20	16	19
Netherlands	8	7	7	7	18	17	18
Portugal	17	16	16	15	16	16	16
Sweden	15	14	12	13	14	16	15
United Kingdom	11	13	13	13	15	12	14
Finland	11	11	12	10	9	11	12
Austria	14	13	11	10	13	13	11
Ireland	7	10	8	10	9	10	10
Spain	7	7	6	6	7	7	7
France	8	8	9	7	6	7	7
Italy	10	7	8	9	9	8	7

Source: Eurostat (2018) , Transition from fixed term contracts to permanent contracts by sex and age - annual averages of quarterly transitions, estimated probabilities [lfsi_long_e09]

Transitions: part-time to full-time, 25-39 years

	2011	2012	2013	2014	2015	2016	2017
Portugal	22	18	21	22	18	21	24
Denmark	19	20	19	18	18	16	20
Spain	15	14	14	15	16	17	17
Finland	19	20	19	16	16	16	16
Sweden	12	11	12	12	12	13	14
Norway	11	12	12	12	10	12	11
Austria	9	8	9	9	8	9	9
Switzerland	7	7	7	6	7	6	8
France	6	5	6	6	6	6	7
Italy	8	6	9	9	8	7	7
Ireland	4	4	5	4	4	5	4
Netherlands	3	4	4	4	4	4	4
United Kingdom	4	4	4	4	5	4	4

Source: Eurostat (2018), Transition from part-time work to full-time work by sex and age - annual averages of quarterly transitions, estimated probabilities [lfsi_long_e08]



Research for new economic policies

Thank you!

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