



Fulfilling Work

Employee engagement
Social connections
Security
Sense of purpose
Flexibility
Sense of agency
Pay

Fulfilling Work in Ireland

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Fulfilling Work?

Negative trends re: work and wellbeing

- Low pay and in work poverty
- Increase in insecure forms of working (e.g. ZHCs)
- Increase in self-employed who are earning less
- Involuntary part-time and temporary working
- Regional inequalities in access to (good/any) work

Crunching the data

- Ipsos MORI commissioned by the Carnegie UK Trust
- Analysis of data relating to key aspects of fulfilling work - both objective and subjective
- Focus on large national / European datasets (primarily from CSO, and EWCS for subjective data) and made use of secondary analysis



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Social Research Institute

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Rachel Ormston, Ipsos MORI Scotland

Carolyn Black, Ipsos MORI Scotland

Steven Hope, Research Consultant



1. Availability of Work
how easily and fairly can people find the type and level of work they would like?

2. Quality of Work
do the terms, conditions and opportunities at work meet people's expectations?

3. Work and Wellbeing
do wider factors around engagement, connection and agency at work support personal development and fulfilment?

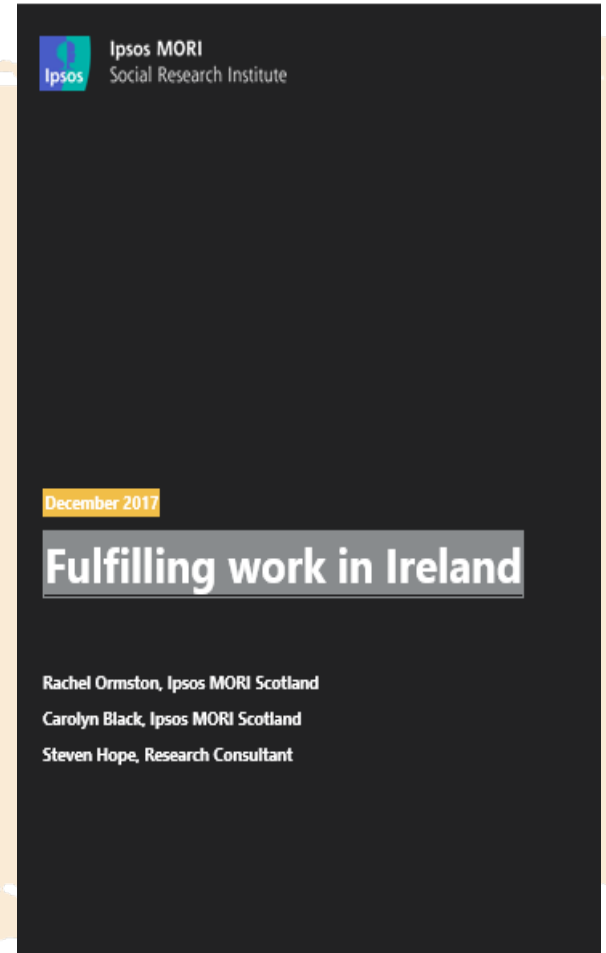
Availability of work	Quality of work	Work and Wellbeing
Job-seeking behaviour	Income and pay	Personal agency and employee engagement
Benefits sanctions	Terms and conditions	Work-life balance
Discrimination	Job security	Management support
Over or underemployment	Opportunities for progression and training/skills development	Social connections through work
		Work with 'meaning'
		Job satisfaction



Today's discussion

- Edited highlights
- Myth-busting: what is the current state of play of fulfilling work?
- Who is faring worst?
- Where are the evidence gaps?

Now is the time to make the argument for more fulfilling work as a public policy goal



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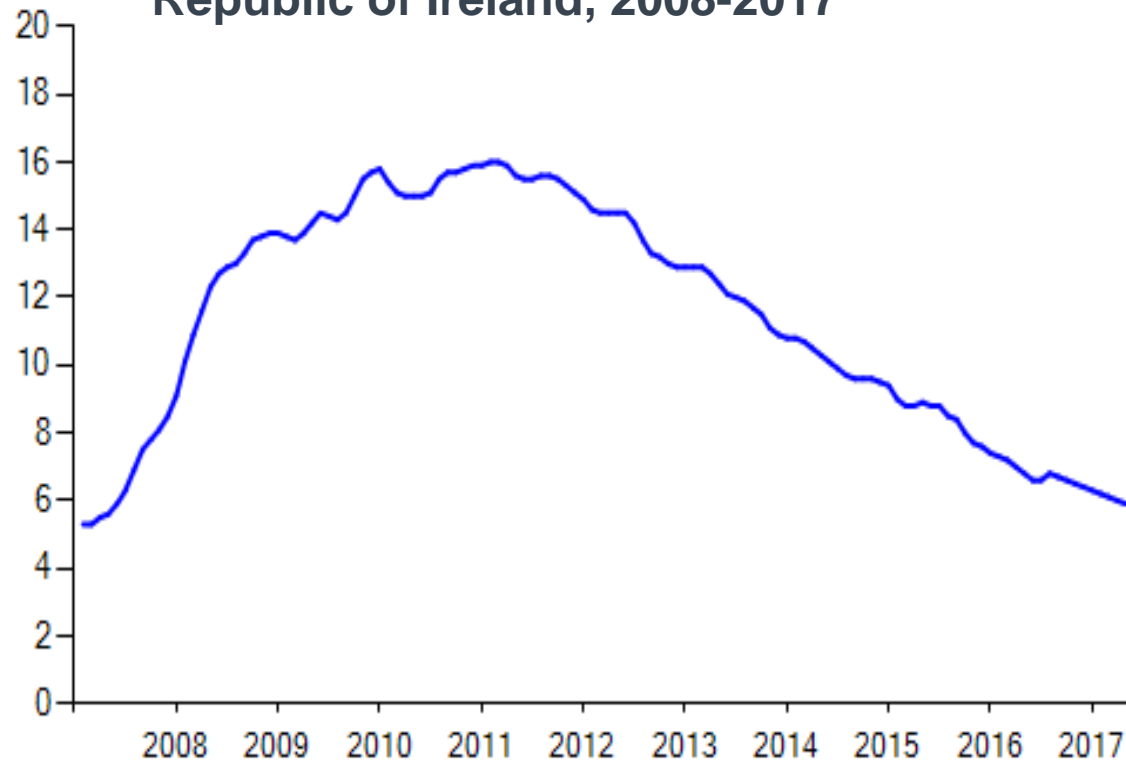
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Monthly Unemployment Rates % Republic of Ireland, 2008-2017



Legend
— Monthly percentage



Income

Hit hard by recession

Average weekly wages are now picking up in 12 out of 13 sectors (construction has not recovered)...

But pay distribution is highly uneven across sectors:

- ✓ Ireland has amongst the highest median hourly earnings in the EU...
- BUT ALSO a higher than average percentage of low paid workers (21.6%)



Who is on low pay?

Low pay = earnings 2/3 or less than national median
(gross)

- **Wholesale / retail = 50%** on low pay
- **Hospitality = 70%** on low pay

Who is on minimum wage?

- **73%** of people on minimum wage
are **women**
- **52%** are in their **twenties**

**Self-employed also faring
badly...**

Average earning = €15,968
compared to €27, 619 p.a. for
employees



Underemployment and job insecurity

- Hikes in **involuntary underemployment** (working less hours than you want) and **temporary working** in 2007-2011 – rose by 27% and 28% respectively
- Underemployment rate recovered to **4.8%** in 2016
- Irish workers **less** likely to be on a permanent contract than EU and UK workers (71% .v. 79% .v. 86%)
- **More** likely to have been affected by a restructuring at work than EU and UK workers (31% .v. 23% .v. 30%)



Objective versus subjective

However, Irish workers **do not appear** any more concerned about job insecurity...

76% disagreed that they might lose their job in 6 months (.v. 69% in the EU, and 74% in the UK)

43% think it would be easy to find a new job if they become unemployed (.v. 37% EU, 49% UK)

Only **3%** of workers only looking exclusively for full-time work – compared with **20%** in the EU and **7%** in the UK

Irish workers report a better work life balance:

43% in Ireland compared to 28% EU and 38% UK



Positive reporting of intrinsic aspects of work

- ✓ More positive than average that their job offers good career prospects - 47% .v. 39% in EU (UK 49%)
- ✓ 80% feel supported by manager (.v. 58% in EU and 72% in UK)
- ✓ 87% feel supported by colleagues (.v. 71% in EU and 82% in UK)

Who has least access to ‘fulfilling work’?



Sectors faring badly

Hospitality and retail

- Low pay
- Underemployment
- Lack of access to training
- Less engaged
- Less involved
in decision making

Other sectoral challenges:

Agriculture

- Low pay, long hours, poor work-life balance

Transport and industry

- Least likely to feel work they do is useful
- Long hours and poor work-life balance

Which groups are faring badly?

Women

- Low pay
- Temporary work
- Underemployment
- Lack of control over working hours or decisions at work
- Less engaged at work
- Lack of access to training

Which groups are faring badly?

Young people

- Low pay (nearly $\frac{3}{4}$ of **all minimum wage workers**)
- Underemployed
- Temporary work
- Lack of access to training
- Lack of control or input to decisions at work or working hours



Missing data: Regional inequalities





Thank you!

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