

A time-series analysis of precarious work in the elementary professions in Ireland (2004-2017q1).

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Research for new economic policies

Introduction

- **Context**

- An international rise in non-standard employment (NSE)
- Increasing attention in the policy sphere to precarious work with globalization and automation; the future of work, decent work, job quality.
- The share of working-poor has also been rising for decades-continued to rise in Ireland until 2014 with a slight dip in 2015.
- 57,000 families in receipt of FIS at a cost of about 422 million euro (estimated for 2017).
- Broad consensus on the impact of precarious work on health and well-being.

Literature

- **Conceptualizing precarious work**
 - In a general sense it marks a shift in entrepreneurial risks and responsibilities on to workers (and the state).
- **Different aspects**
 - Income, insecurity of contract, insecurity of supports
- **At-risk categories**
 - Low-paid, marginal/involuntary part-time, involuntarily temporary, agency work, dependent self-employed (deliveroo) ...
- **Drivers**
 - Development models, institutional historical context, union density, austerity
- **Sectors**

Measurement

Elementary Occupations

- International Standard Classification of Occupations (ISCO)
- telephone salespersons, cleaners, caretakers, porters, garbage collectors, farm-hands, labourers and freight handlers etc.
(Some of the lowest-paid jobs in the labour force (TUC 2008))
- those who identify as 'at work' or 'working'. Employees (unless stated otherwise)
- Involuntary part-time
- Involuntary fixed-term contracts
- Working poor in elementary professions and temporary
- At risk groups; Women, Immigrants, Young People

Data

- **Data Sources:**
 - On contracts; the Quarterly National Household Survey (QNHS), CSO. Data is up to 2017 Q1
 - On income; EU- Survey on Income and Living Conditions (EU-SILC), CSO (2016). Data up to 2015.



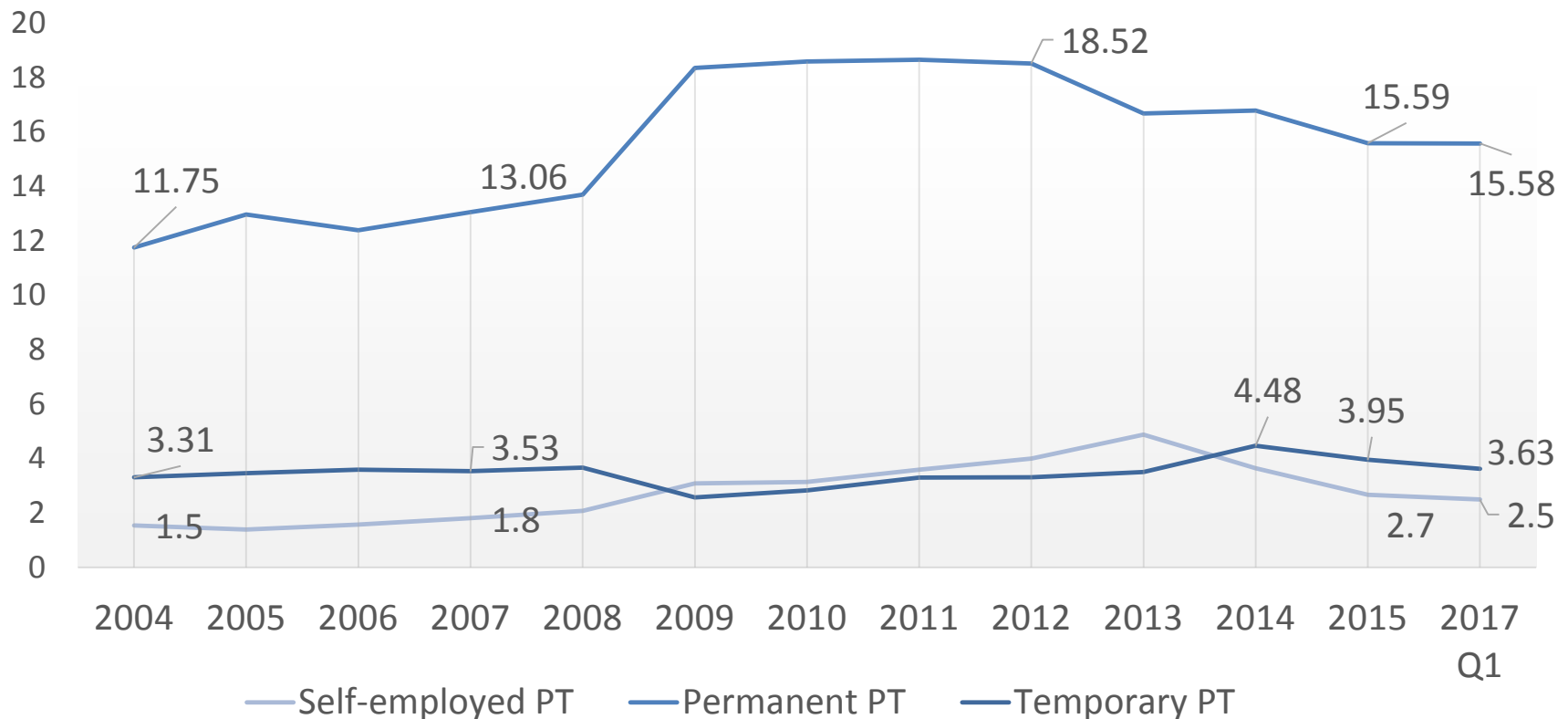
Structure of the workforce

Employees on Temporary Contracts



Structure of the workforce

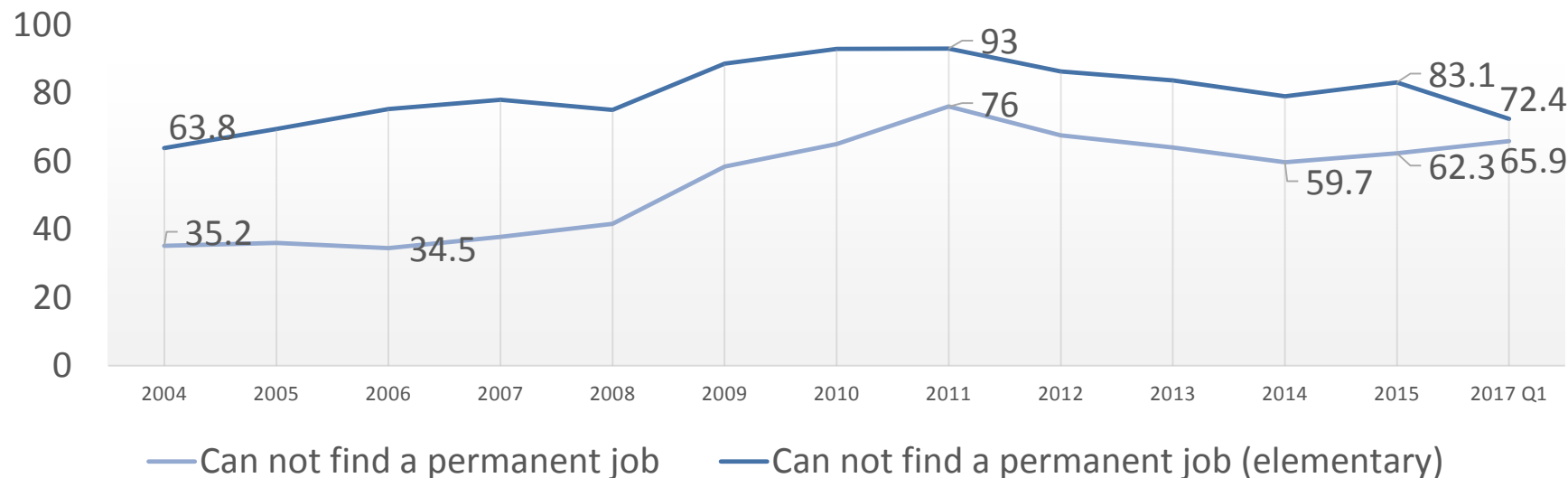
Part-time as a proportion of the workforce
(16.5%-21.7%, now at 23% of employees)



Source: CSO (2016a) and author calculations.



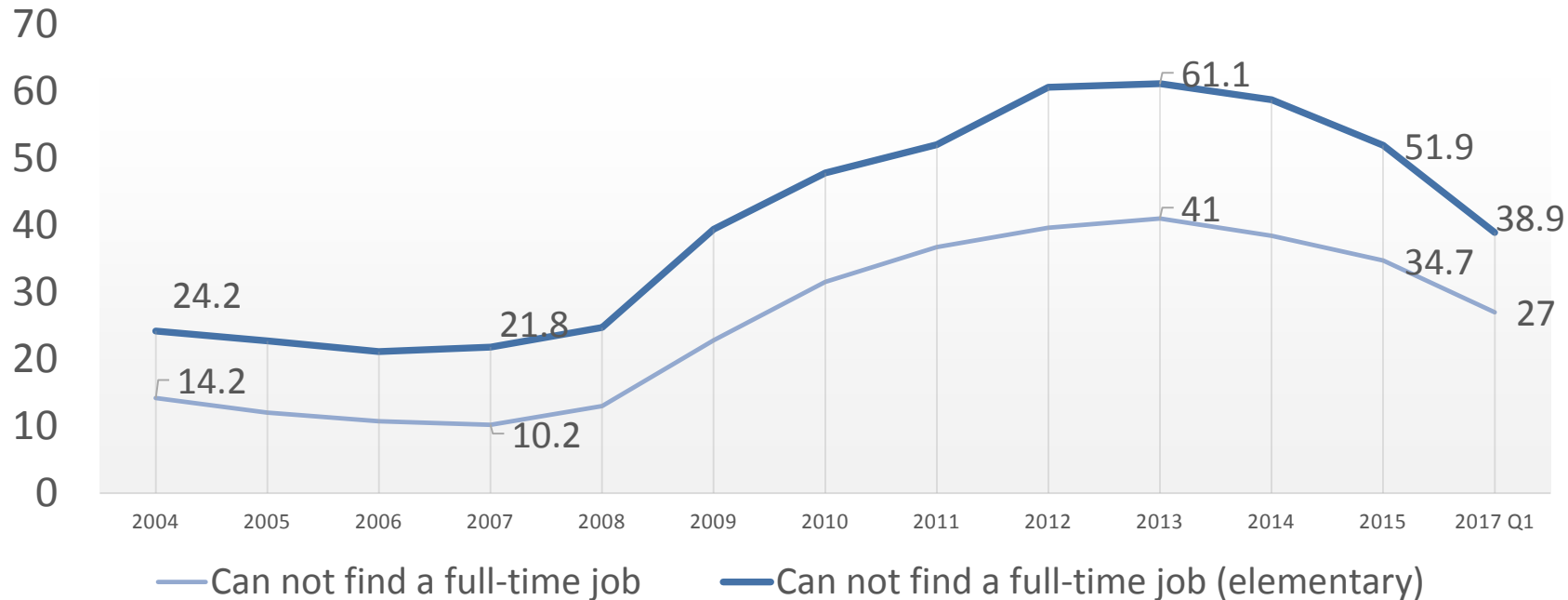
Involuntary temporary employees (% of temporary workers)



- **Absolute change from 46,400 (2006) to 80,000 (2017q1)**
- **1,766,500 employees in 2007(q1), 1,721,200 in 2017 (q1)**
- **QNHS: 8.4% of Irish employees are in the elementary professions**
- **7.1% of Irish employees (122,000) on temporary contracts (10.9% elementary)**

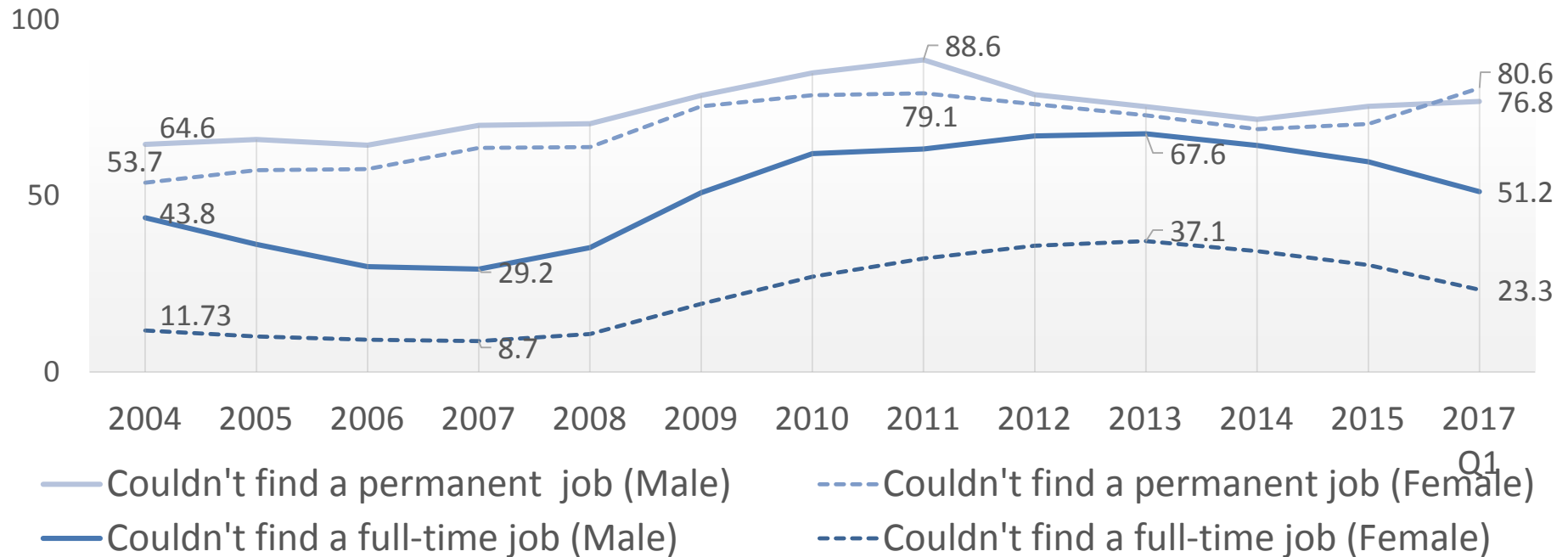


Involuntary part-time workers (% of part-time workers)



- **Absolute change 37,000 (2007) - 106,000 (2017q1))**
- **1,766,500 employees in 2007(q1), 1,721,200 in 2017 (q1)**
- **QNS: 8.4% of Irish employees are in the elementary professions**
- **34% of elementary workers are part-time**

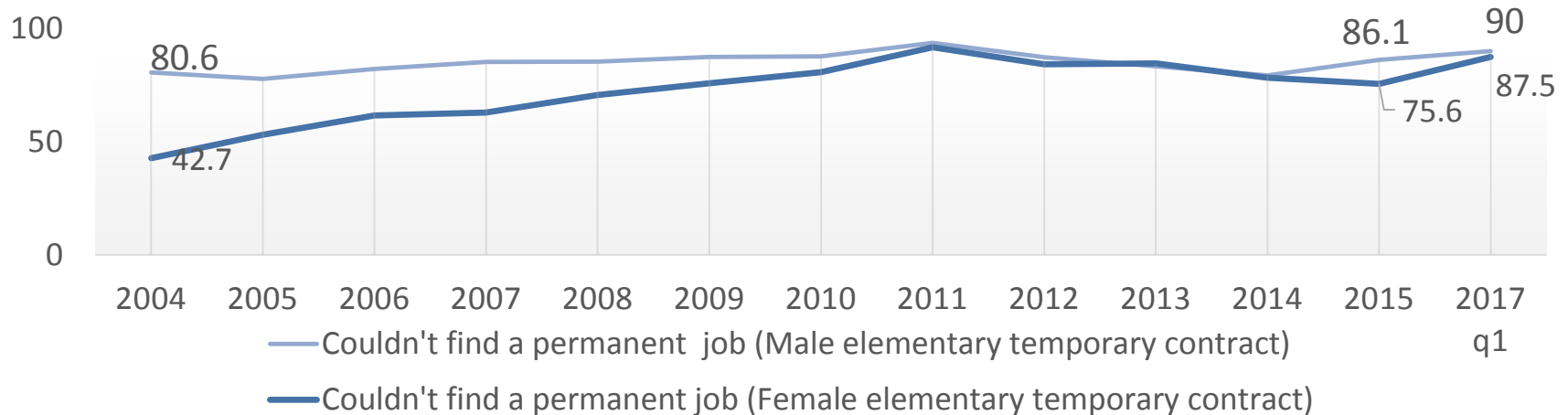
Gender: Involuntary part-time and temporary workers (Economy)



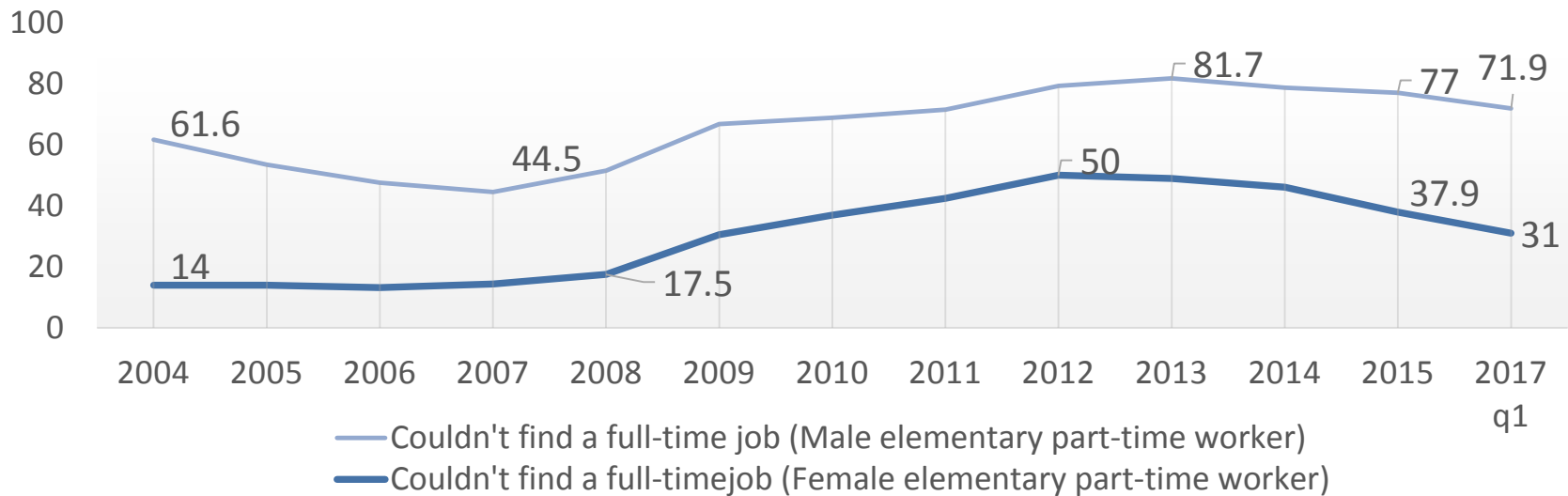
- **32.8% of female employees are part-time, 12% of men**
- **=> around 8% involuntarily underemployed, 6% of men**
- **7.6% are on temporary contracts compared to 6.6% of men**
- **=> 6.1% in involuntary temporary contracts compared to 5% of male employees**

Gender

Gender: Involuntary temporary contracts (Elementary)

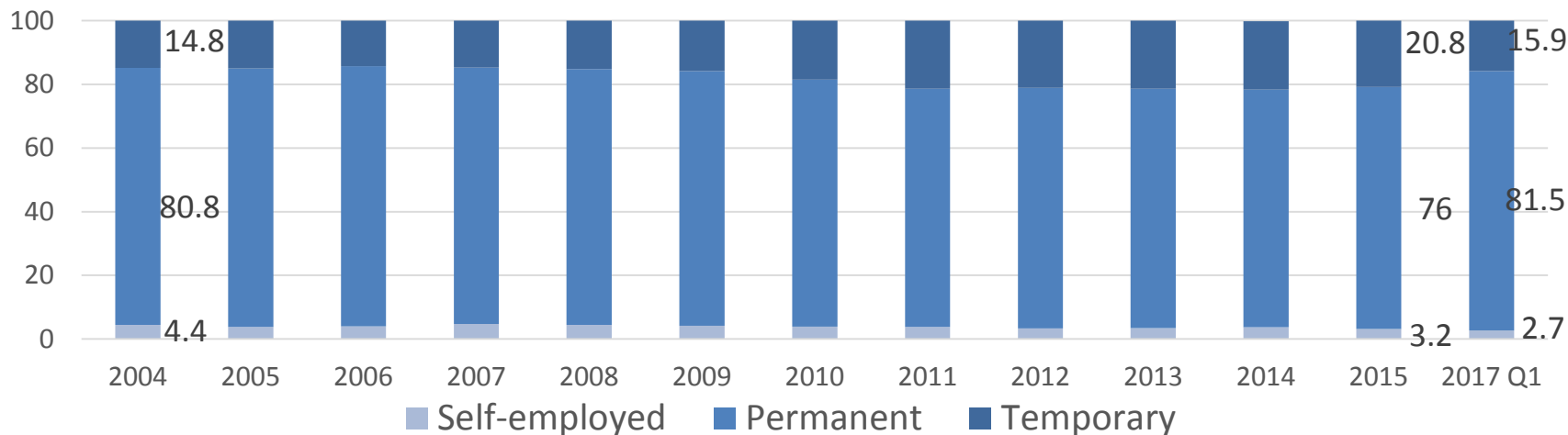


Gender: Involuntary part-time (Elementary)



Under-30's

Employment Structure 15-30



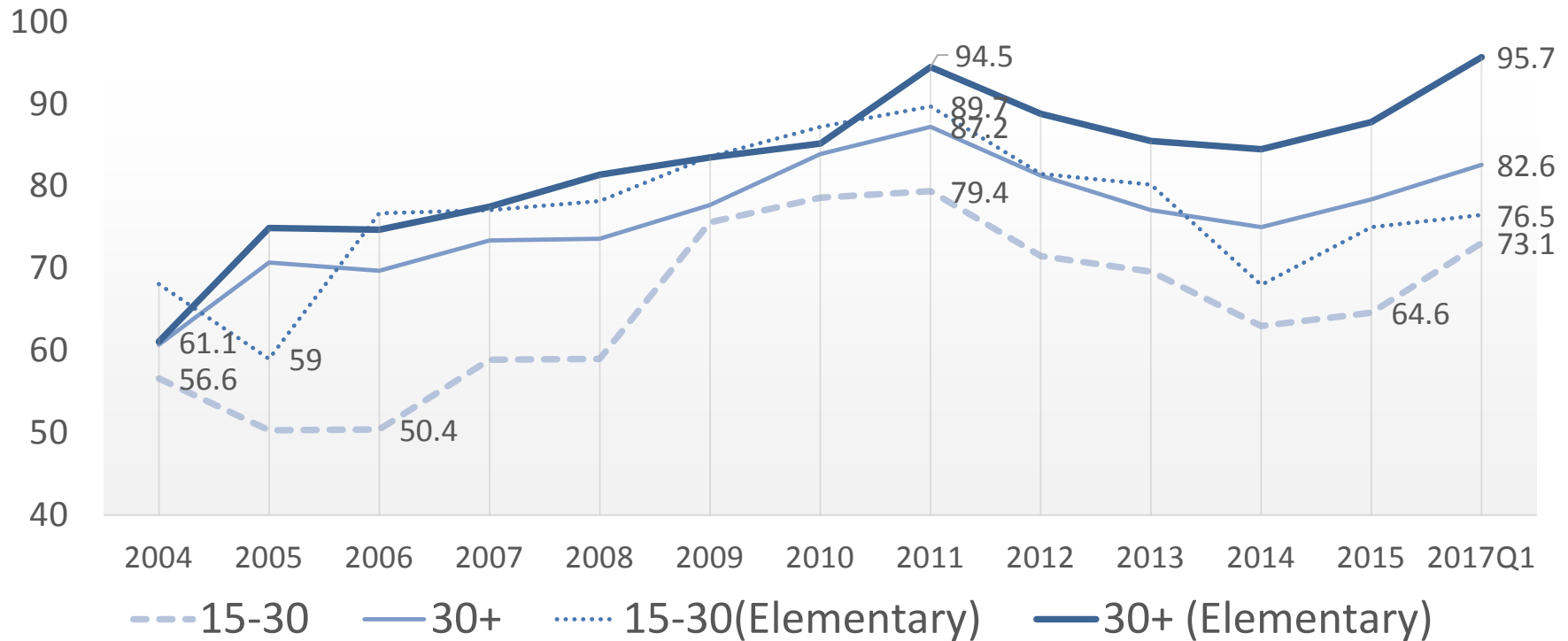
Employment Structure 30+



Notes: These figures include only those who self-identify as 'at work'. Students, the unemployed and retirees are therefore not included.
Source: CSO (2016a) and authors calculations.

Under-30's

Involuntary temporary contracts in Elementary professions



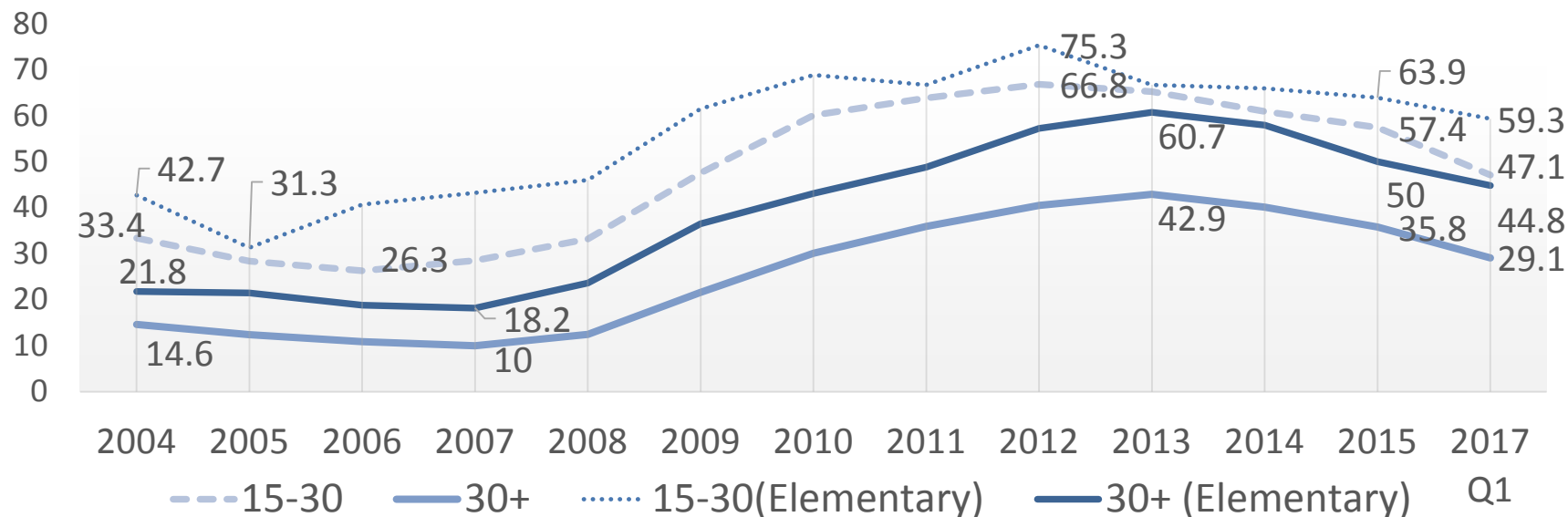
- About 12% of all 15-30 year old employees compared to 3.5% of over 30's.
- Larger as a proportion of elementary employees for both groups.

Notes: These figures include only those who self-identify as 'at work'. Students, the unemployed and retirees are therefore not included.

Source: CSO (2016a) and authors calculations.

Under-30's

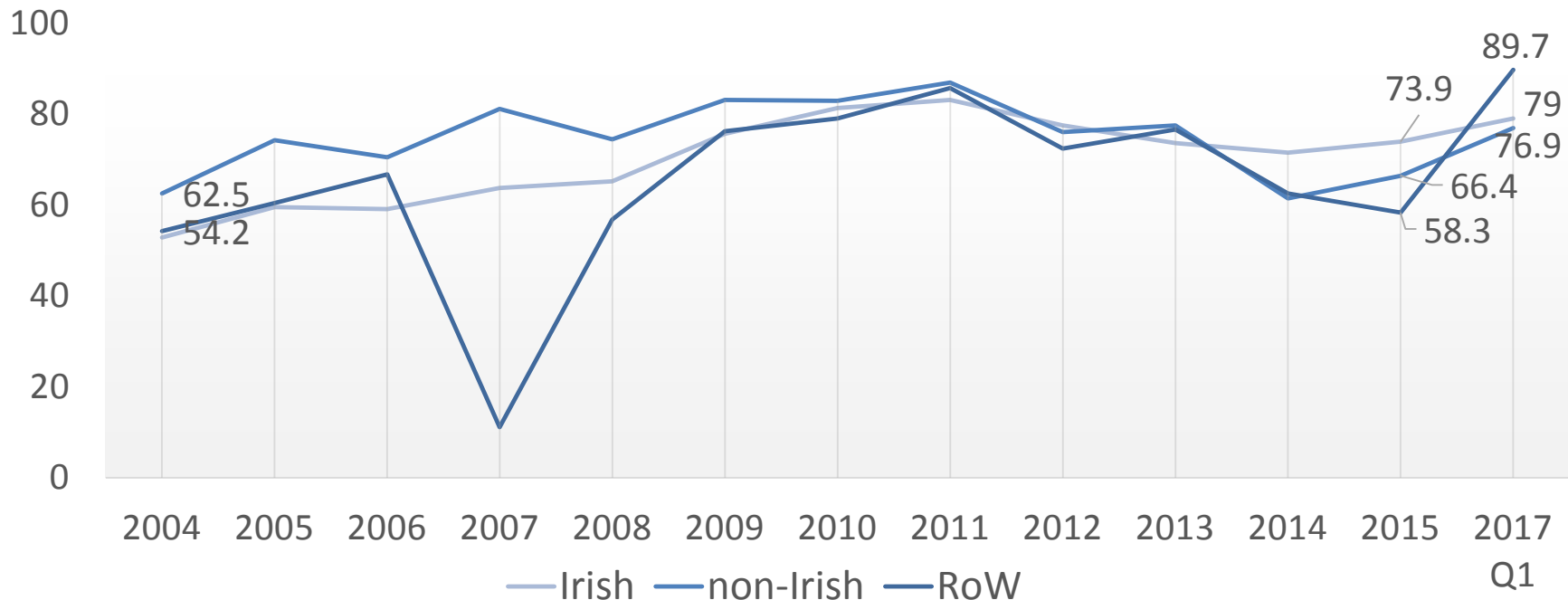
Involuntarily part-time for Elementary employees



- **16.9% of employees under 30 are part-time (*mainstat = in work), 19.3% of over 30's.**
- **=> 8% of under-30's at work are underemployed compared to 5.6% for over-30's**

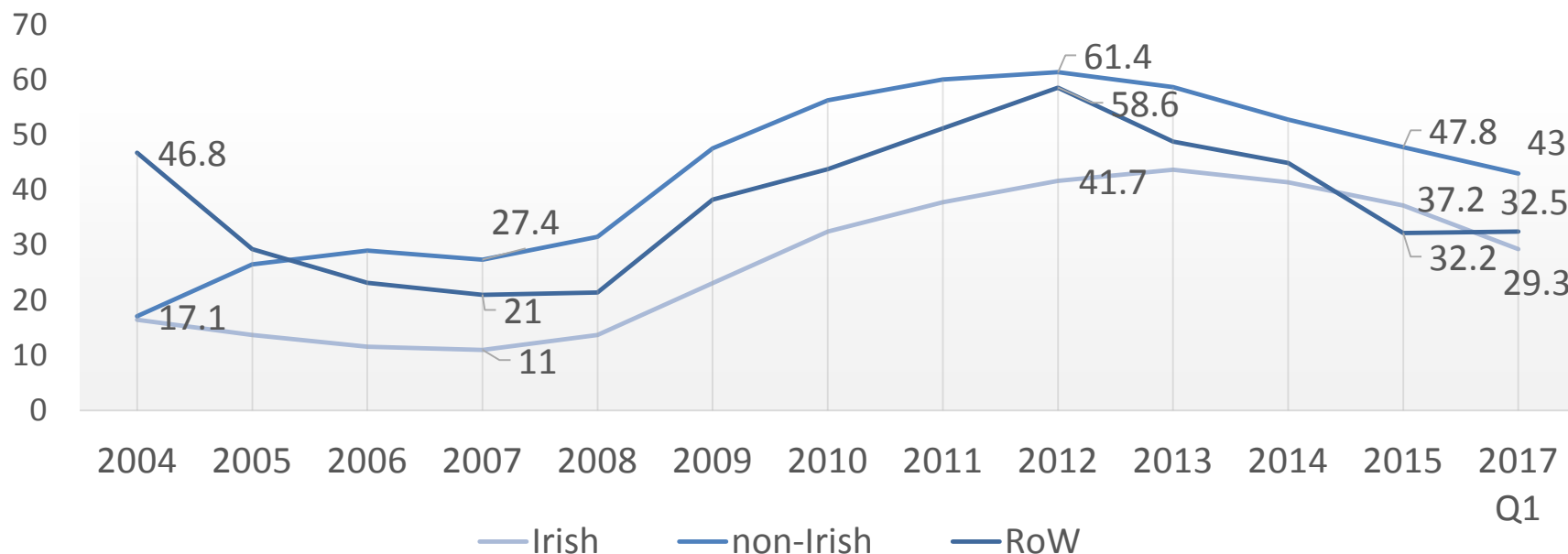
Notes: These figures include only those who self-identify as 'at work'. Students, the unemployed and retirees are therefore not included.
 Source: CSO (2016a) and authors calculations.

Foreign Nationals: Involuntary temporary employees



- **7.2 Irish employees on temp contracts, 6.7 foreign nationals but 10.7 from non-EU. Involuntary= 5.8%, 5% and 9.6% respectively**
- **=>elementary 7.2% for Irish employees, 15.2 for foreign nationals, 11.6 for non-EU. (sample size too small for reliable trends)**

Foreign Nationals: Involuntary underemployed



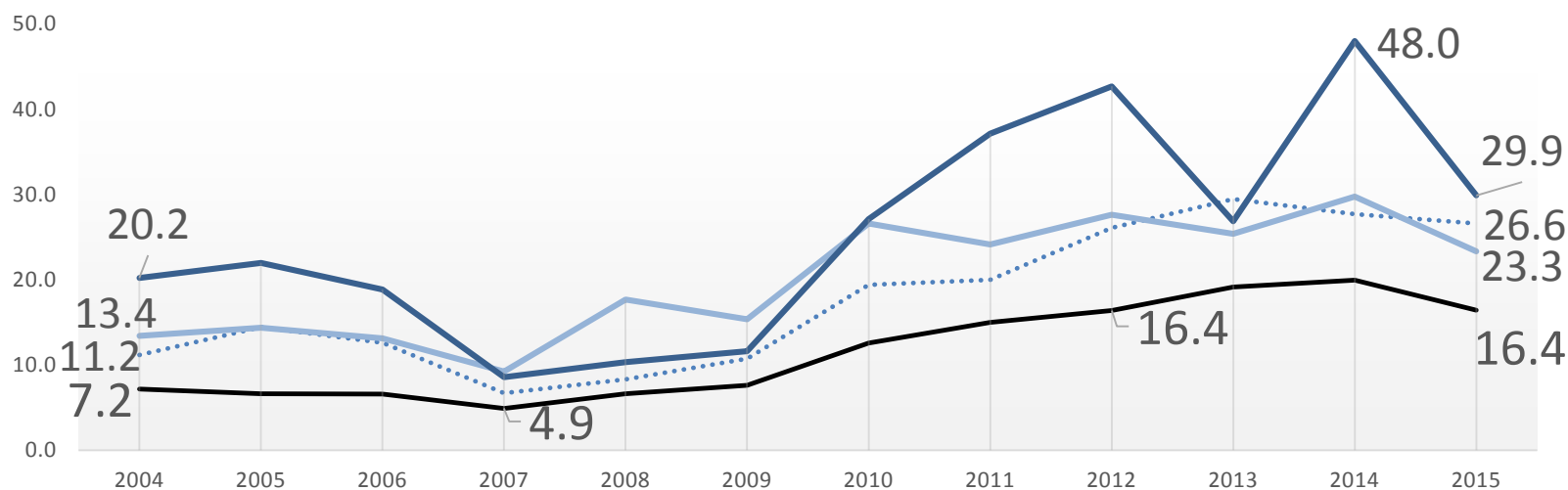
- **20.4% of Irish employees (*mainstat=at work) are part-time, 18.6% of foreign nationals and 19% of employees from outside the EU**
- **=> 6%, 8% and 6.2% respectively underemployed.**

Material Deprivation

In Ireland... a person is in relative involuntary or enforced deprivation if they do not have the resources to acquire 2 out of the following 11 basic items:

1) two pairs of strong shoes, **2)** a warm waterproof overcoat, **3)** new (not second-hand) clothes, **4)** chicken or fish (vegetarian equivalent) every second day, **5)** a roast joint or its equivalent once a week, **6)** Have been without heating at some stage in the last year through lack of money, **7)** to keep the home adequately warm, **8)** to buy presents for family or friends at least once a year, **9)** to replace any worn out furniture, **10)** to have family or friends for a drink or meal once a month, **11)** a morning, afternoon or evening out in the last fortnight for entertainment.

Deprivation rates: Elementary & temporary workers (%)

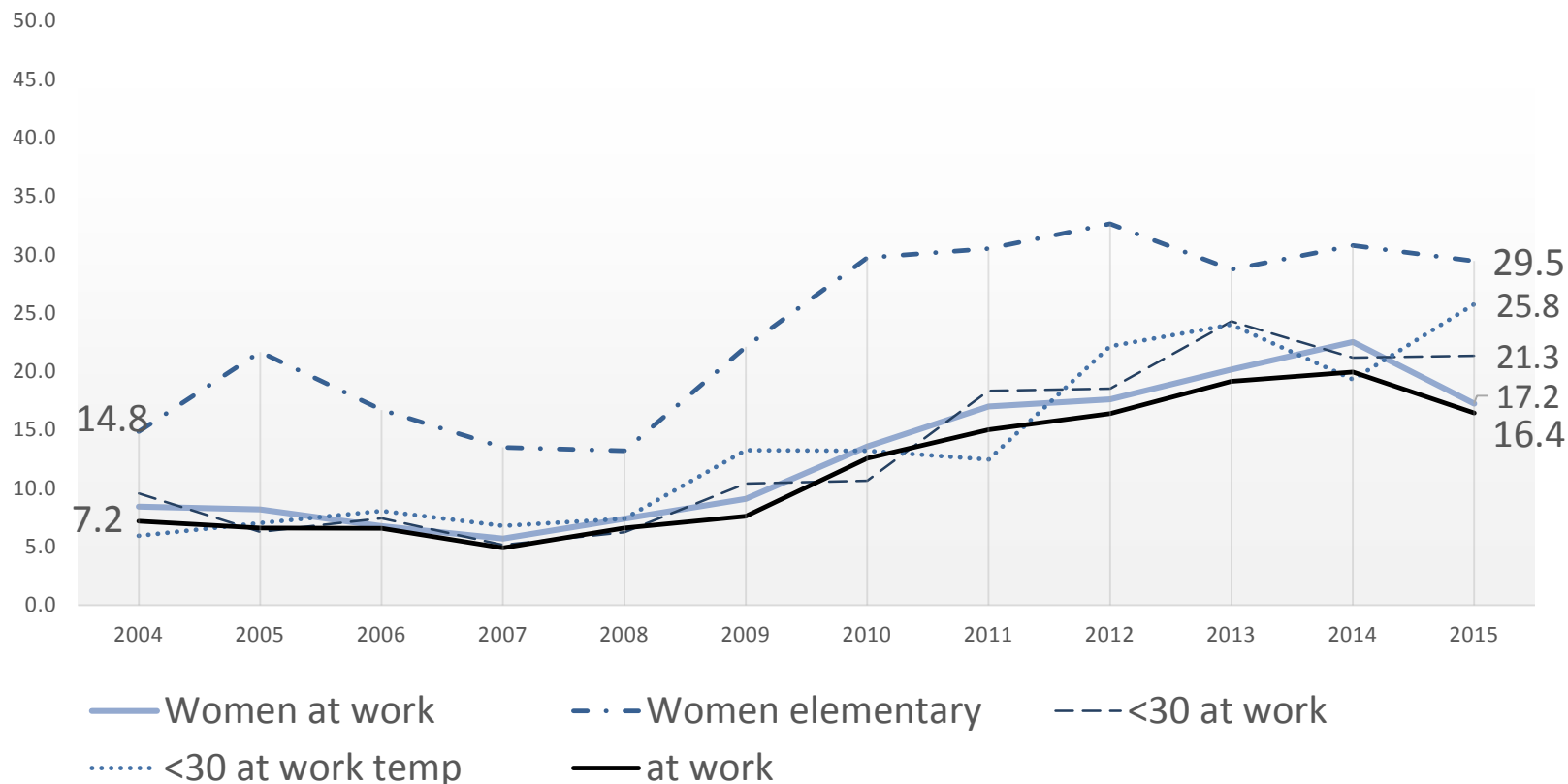


— at work at work temp — at work elementary — at work elementary temp

Source: CSO (2016b) and author calculations

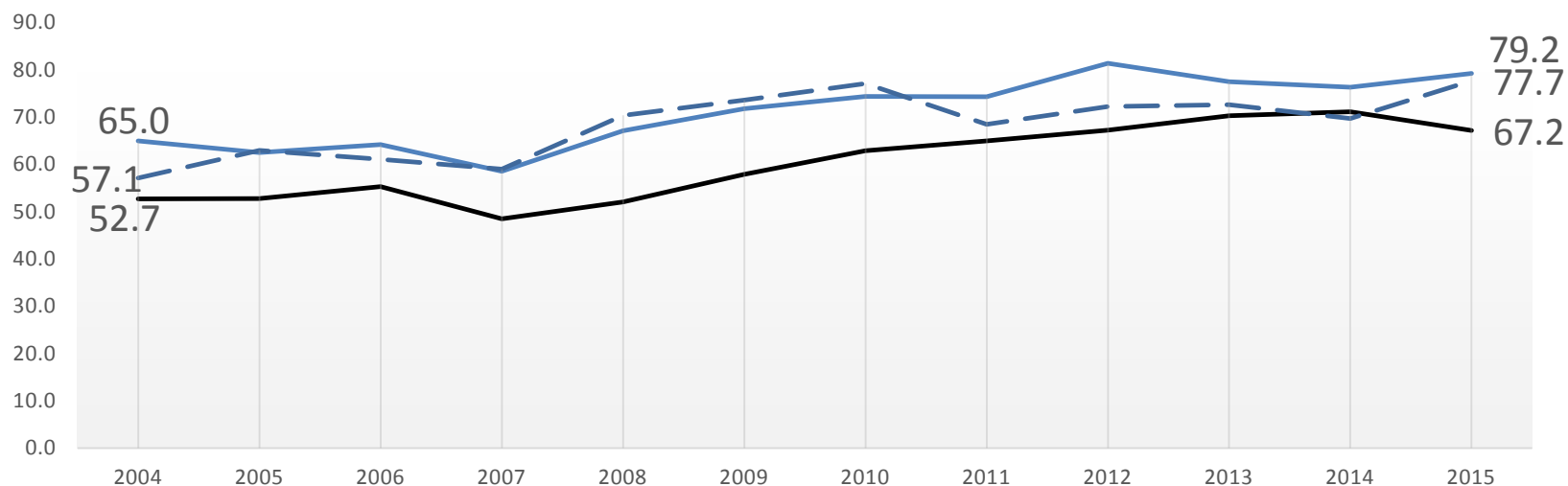
Note: An individual is in material deprivation if they cannot afford 2 or more from a list of 11 basic necessities.

Deprivation rates: Women and <30's in elementary professions



Source: CSO (2016b) and author calculations

Making ends meet



— All workers — Elementary workers - - Temporary workers

Source: CSO (2016b) and author calculations

Note: Concerning your household's total or monthly income, to which degree of ease or difficulty is the household able to make ends meet? 1) With great difficulty 2) With difficulty 3) With some difficulty 4) Fairly easily 5) Easily 6) Very easily. The chart shows the proportion that answered 1,2 or 3.

Conclusions

- The proportion of **employees** on **temporary contracts** has fallen slightly since 2015 (self-employment continues to decline). Employees under 30 are however about 4 times more likely to be on one (16%).
- **Involuntary temporary work** however affects almost twice as many workers as it did in 2006 (lowest year) in absolute terms (46,000 to 80,000).
- **Part-time work** as a proportion of employment has fallen slightly since 2012 though is still well above pre-crisis levels. As has the proportion of those in part-time employment who are **involuntarily underemployed** (about 6% of the workforce or 106,000 workers) . 13-14% of **elementary workers**.

Conclusions

- **Women** disproportionately affected: 8% (down from 11% in 2015) underemployed compared to 6% of male workers. 6% involuntarily temporary compared to 5%. Very little change since 2012. Higher in all cases for elementary workers.
- **Young workers** (under-30) disproportionately affected (8% underemployed compared to 5.5%, **(when all young people are counted, 26% of part-timers would rather be in full-time employment)**. 12% involuntary temporary compared to 3.5%. Higher in all cases for elementary workers.
- The proportion of **working-poor** rose dramatically between 2004 and 2015 (the last year data is available) as measured by **material deprivation** (7% to over 16%, under 5% in 2007).
- Higher again for **elementary and temporary workers**, almost doubling since 2004 (just under 25% each in 2015). Highest rates for young workers.

Conclusions

- One of the highest rates of deprivation for any of the groups considered here is for women in elementary professions (29.5% in 2015)
- Over two in three workers have some difficulty in making ends meet compared to almost 4 in 5 elementary and temporary workers.



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Thank you!

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Link: <http://www.nerinstitute.net/research/a-timeseries-analysis-of-precarious-work-in-the-elementary-professions-in-ireland/>