

A time-series analysis of precarious work in the elementary professions in Ireland (2004-2015).

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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.
- 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**

Elementary Occupations

- International Standard Classification of Occupations (ISCO)
- telephone salespersons, cleaners, caretakers, messengers, porters, doorkeepers, garbage collectors, sweepers, farm-hands, labourers, transport 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’.
- 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 (2016).
- On income; EU- Survey on Income and Living Conditions (EU-SILC), CSO (2016)

Structure of the workforce

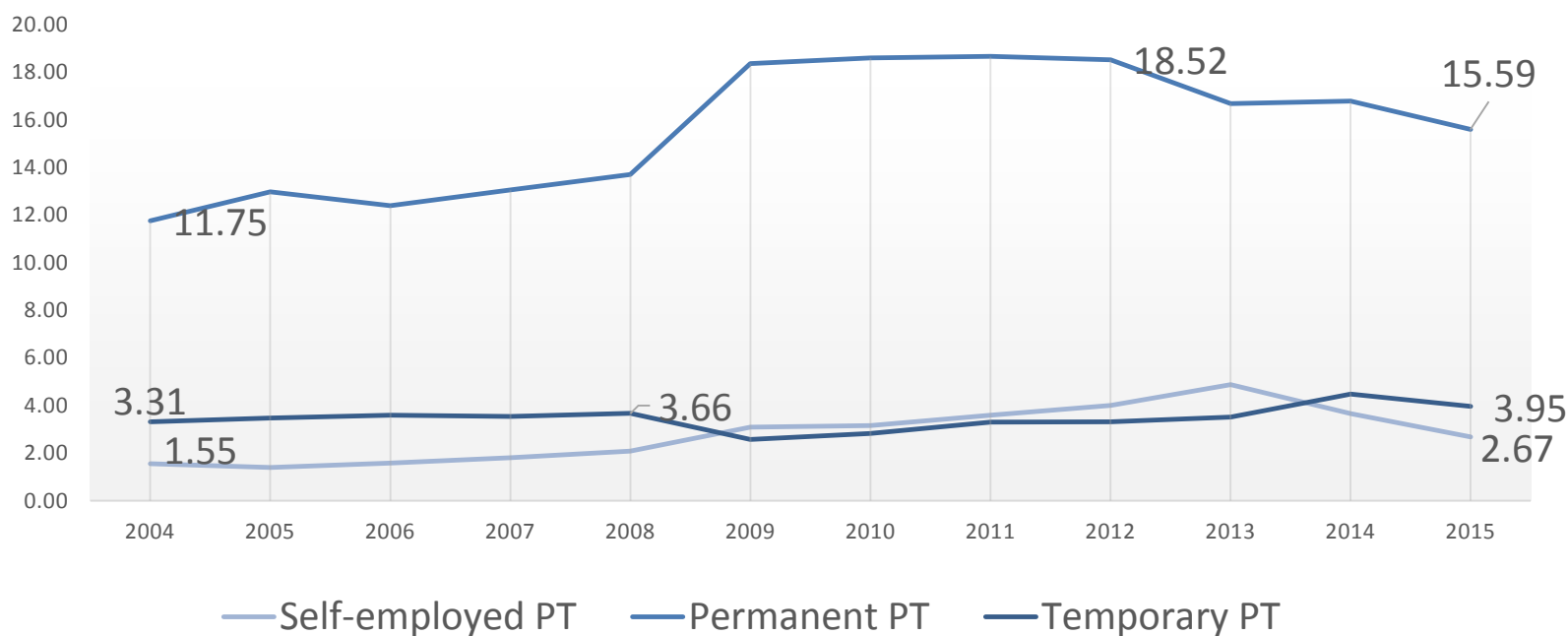
Temporary Contracts in Elementary Professions



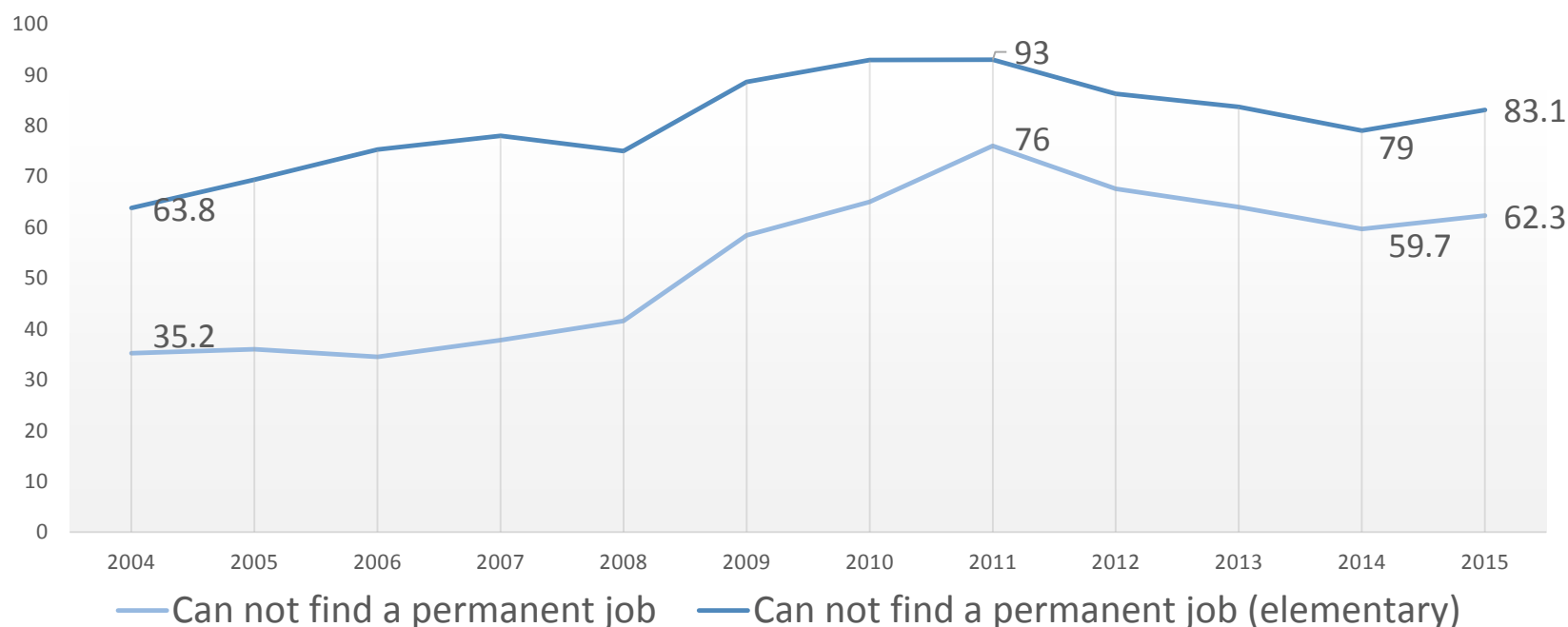
Source: CSO (2016a) and author calculations.

Structure of the workforce

Part-time as a proportion of the workforce (%)

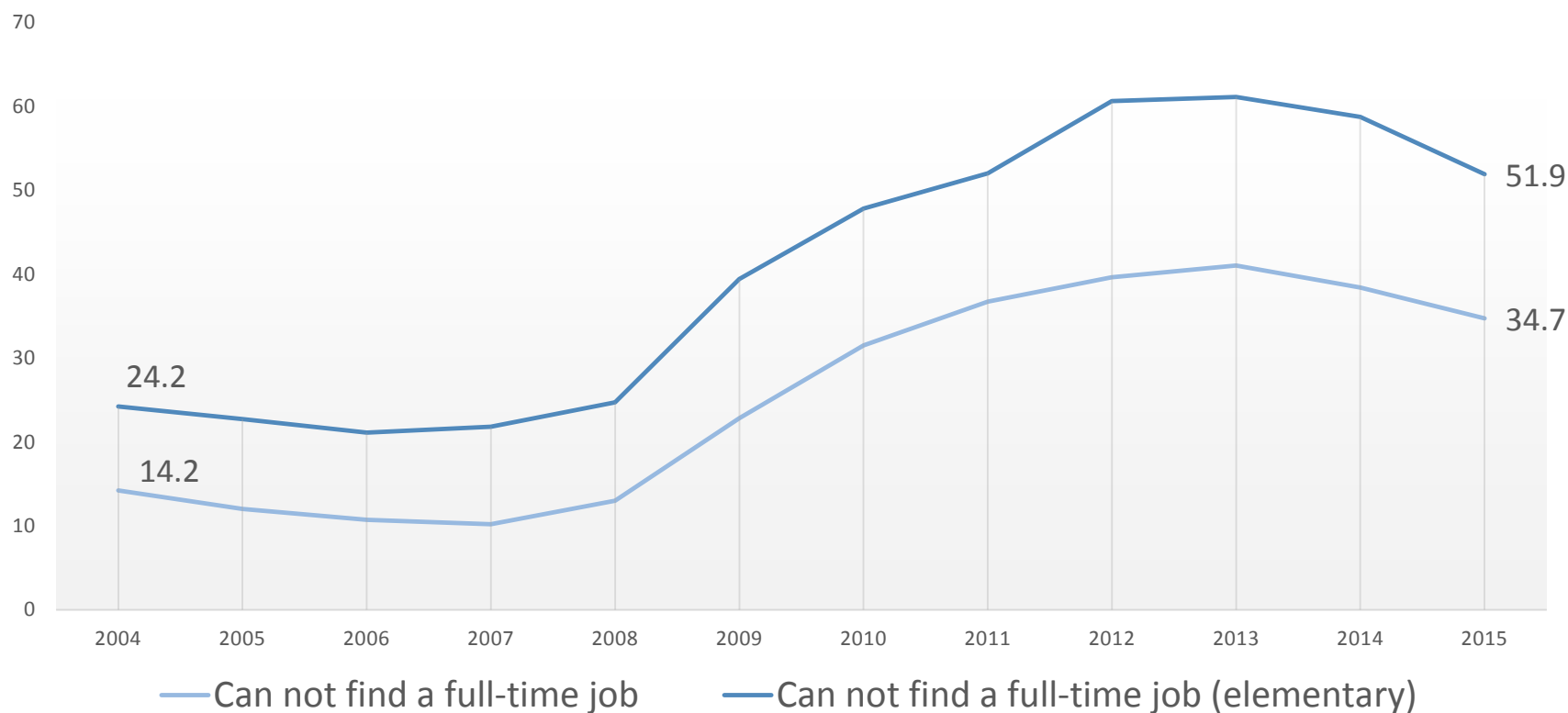


Involuntary temporary employment (% of temporary workers)



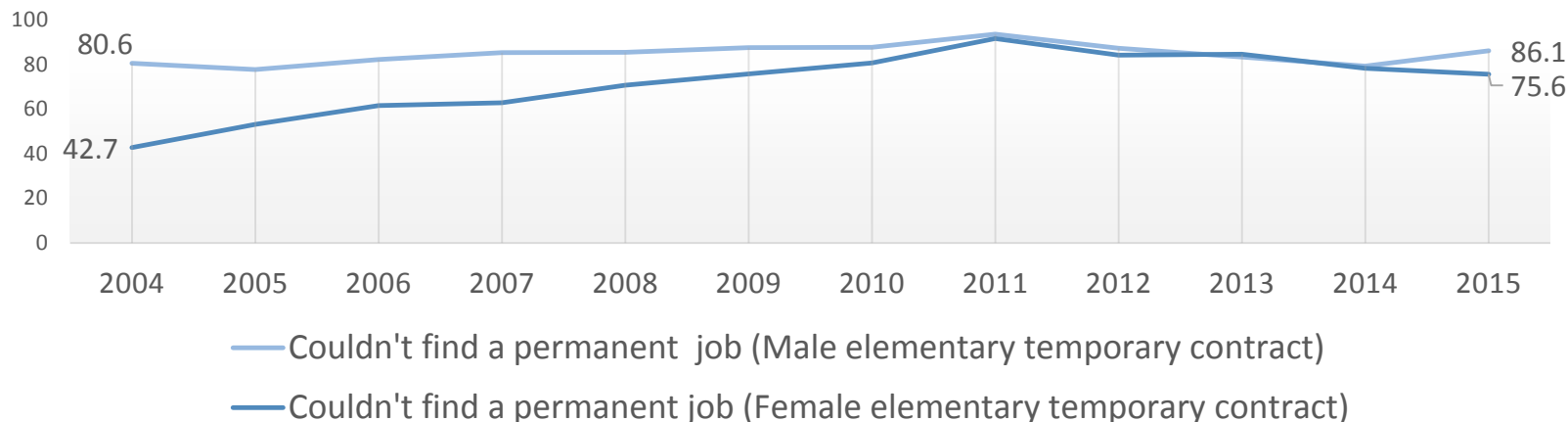
Source: CSO (2016a) and author calculations

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

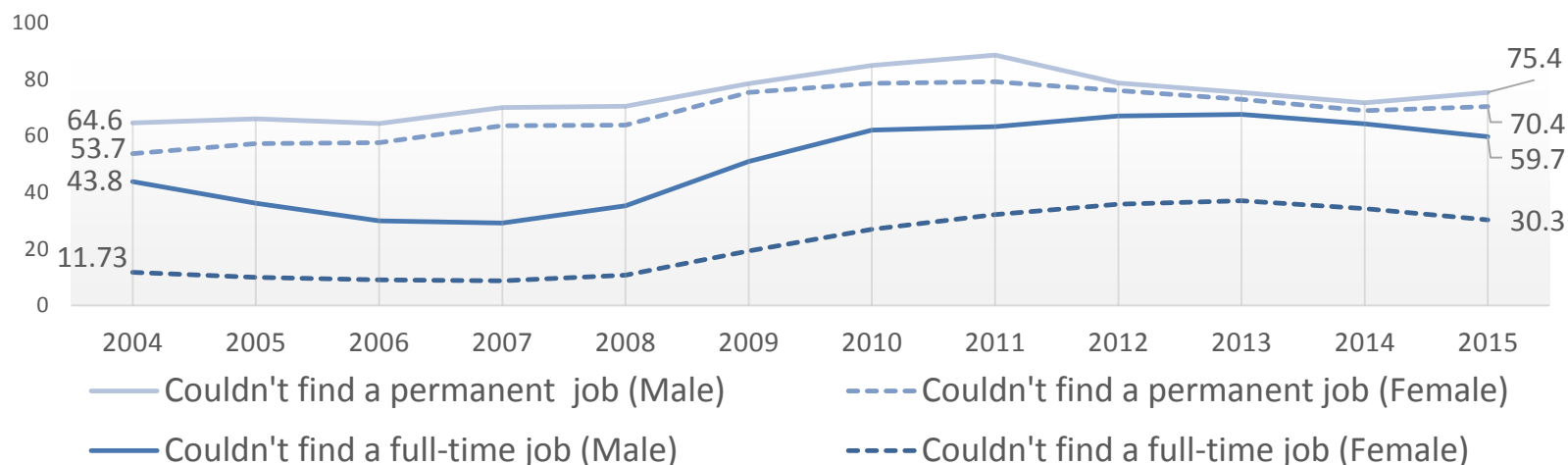


Gender

Gender: Involuntary temporary contracts (Elementary)



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



Under-30's

Employment Structure 15-30



Employment Structure 30+



Notes:

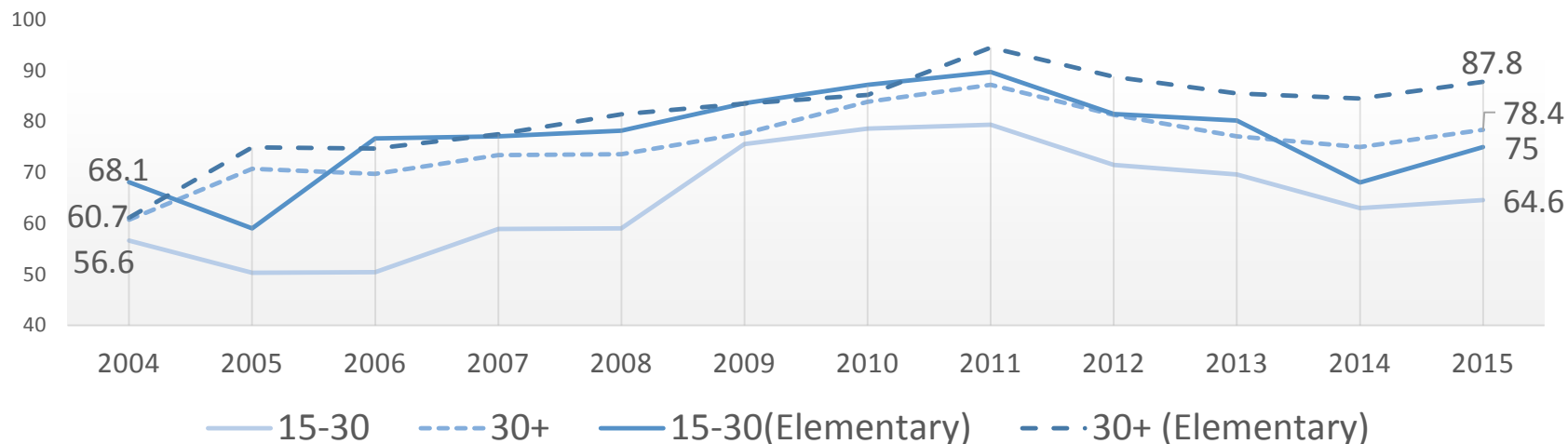
These figures include only those who self-identify as 'at work'. Students, the unemployed and retirees are therefore not included.

Source:

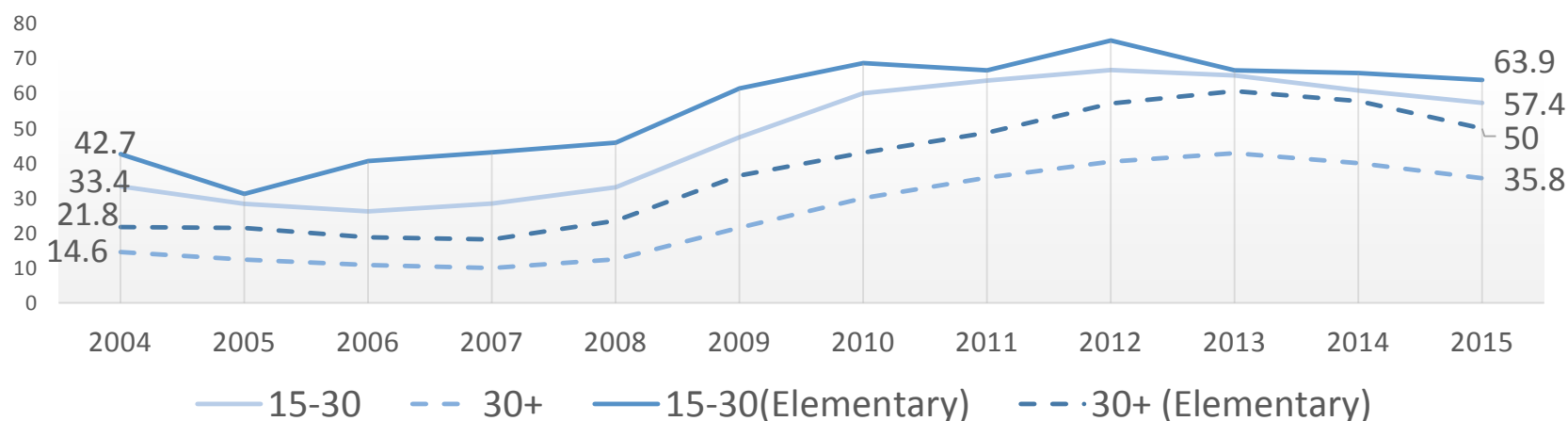
CSO (2016a) and authors calculations.

Under-30's

Involuntary temporary contracts in Elementary professions



Involuntarily part-time in Elementary professions



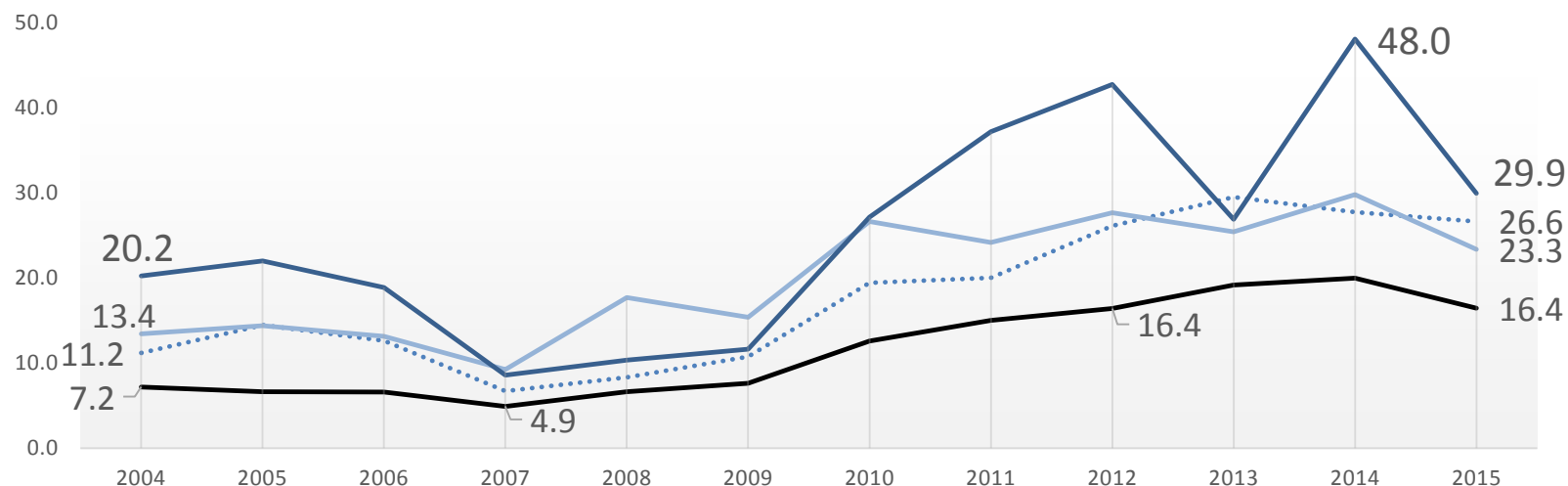
Notes:

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.

Deprivation rates: Elementary & temporary workers (%)

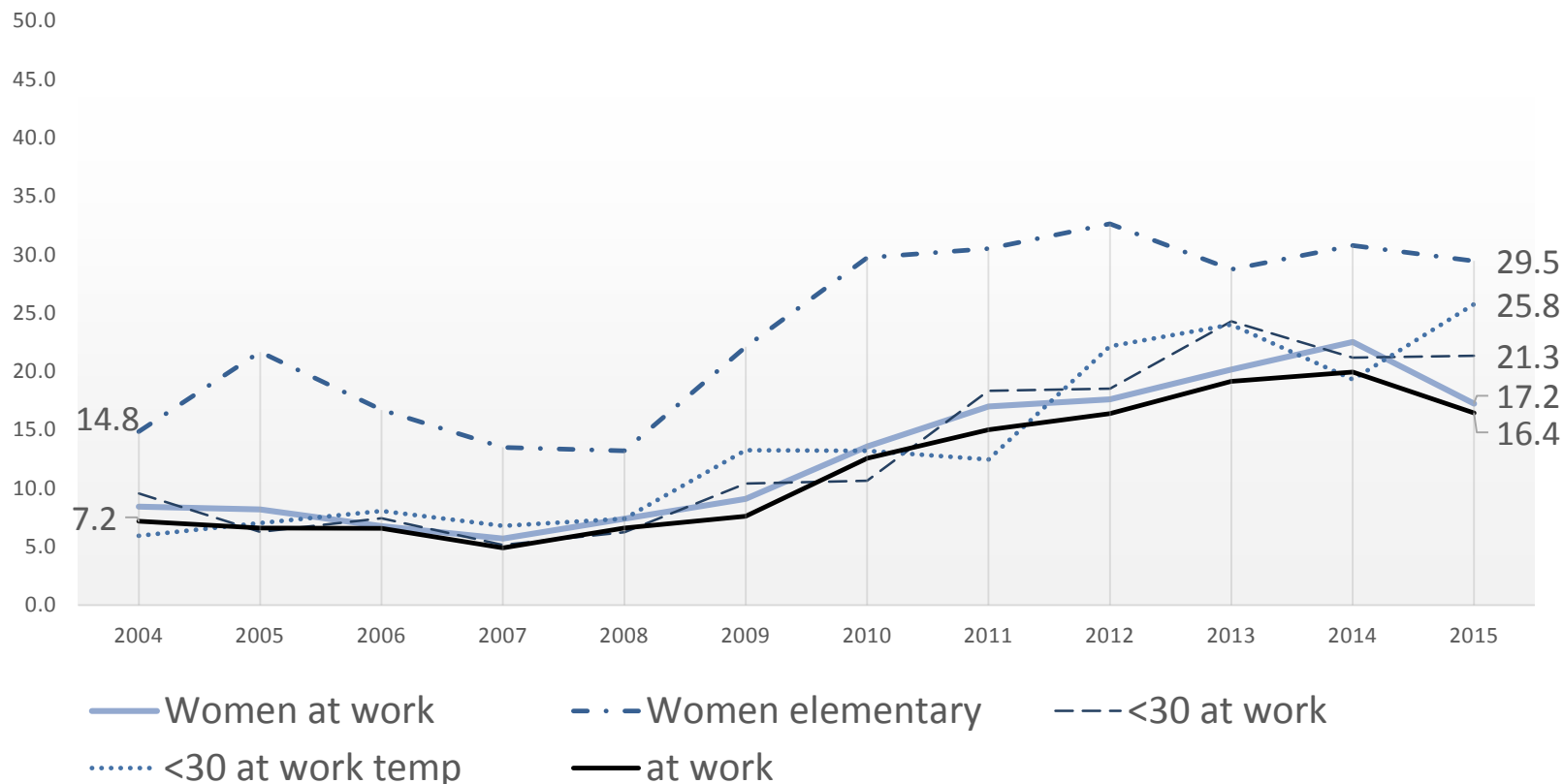


— at work at work temp — at work elementary — at work elementary temp

Source: CSO (2016b) and author calculations

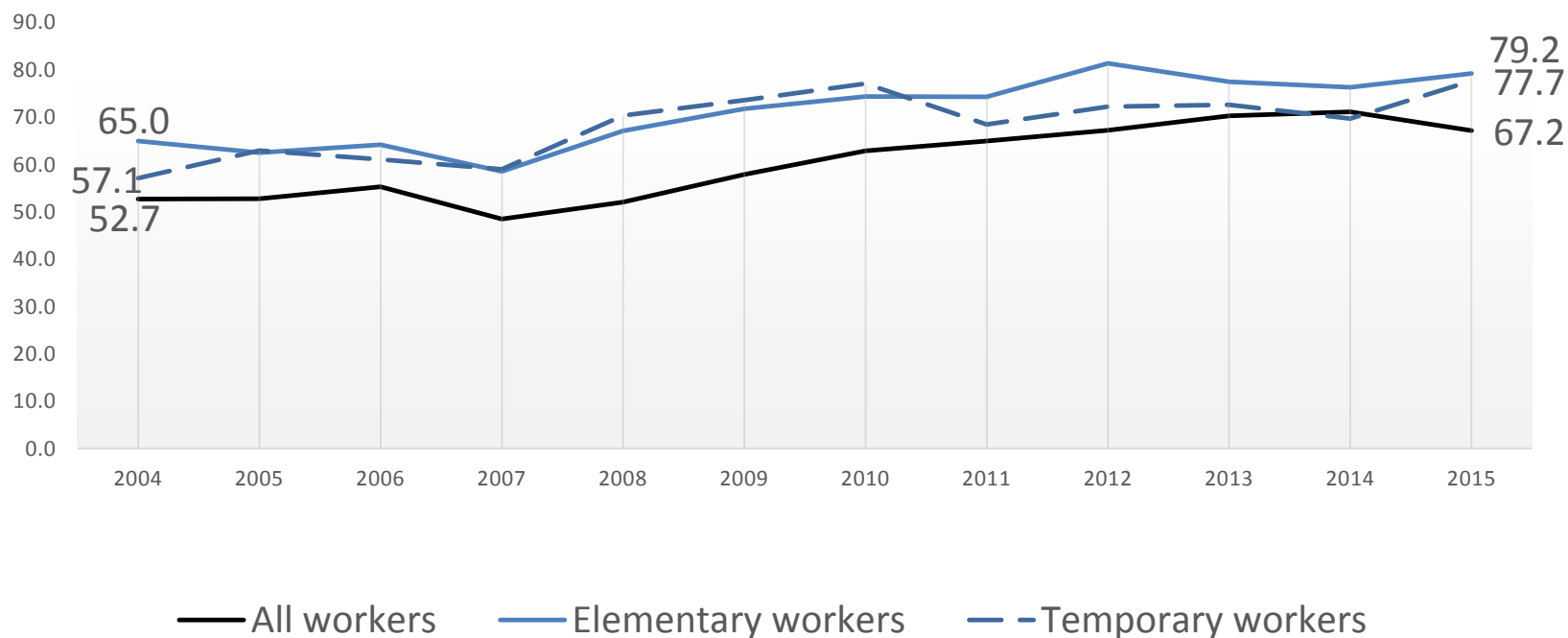
Note: An individual is in material deprivation if they cannot afford 2 or more from a list of 11 basic necessities.

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



Source: CSO (2016b) and author calculations

Making ends meet



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

- **Temporary contracts** have changed little as a share of employment and as a share of elementary occupations. They have however risen for **young people** (about 1 in 5 in 2015).
- **Involuntary temporary work** has risen markedly and is a particular feature in elementary occupations (about 11% or around 20,000 workers).
- **Part-time work** as a proportion of employment has risen, as has the proportion of those in part-time employment who are **involuntarily underemployed** (about 8% of the workforce or 160,000 workers) . 15-16% of **elementary workers**.

Conclusions

- Women disproportionately affected (11% underemployed compared to 6% of male workers, 6% involuntarily temporary compared to 4.5%) Higher in all cases for elementary workers.
- Young workers (under-30) disproportionately affected (20% underemployed compared to 9%, 13% involuntary temporary compared to 3%). Higher in all cases for elementary workers.
- The proportion of working-poor has risen dramatically since 2004 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/>