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An Phríomh-Oifig Staidrimh

# **Working Conditions Quarterly National Household Survey**

## **Quarter 1 2008**

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# Introduction

In Q1 2008 a module related to working conditions provided to employees was included in the Quarterly National Household Survey (QNHS). This questionnaire covered various work related benefits, working arrangements, training, employment rights and issues relating to job security. These issues are examined in detail within this report both with regard to the characteristics of employees (e.g. sex, age, educational level etc.) and the employment (e.g. economic sector, occupation, job tenure etc.). The main findings include:

- ◆ Just over half of employees (52%) received at least one of three listed work related benefits from their employer. The most common benefit provided to employees by their employer was a pension or pension contributions (51%). This compares with just 1% of employees being provided with a crèche or a childcare subsidy by their employer. *See Chapter 1.*
- ◆ More than 7 of every 10 employees (72%) had at least one of four listed working arrangements available to them in their workplace. Paid sick leave was the most common (64% of employees). *See Chapter 2.*
- ◆ The availability of the listed benefits and working arrangements varied significantly according to the characteristics of the employment. For example workers in the *Restaurants and hotels* sector were least likely to receive the listed benefits or working arrangements while workers in the *Public administration and defence* sector were most likely. *See Chapters 1 & 2.*
- ◆ A quarter of employees stated that they had participated in training in the last 12 months where that training was either paid for or provided by the employer. *See Chapter 3.*
- ◆ Less than one in ten (8%) of employees stated that they did not receive a regular payslip and this varied significantly by sector of work. *See Chapter 4.*
- ◆ 65% of employees who began their current job in the last 2 years received a written statement of terms and conditions when their job commenced. *See Chapter 4.*
- ◆ 90% of employees stated they know at least a little about their rights under Irish employment law. *See Chapter 4.*

## Background

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) has conducted the European Working Conditions Survey (EWCS) at regular intervals since 1990. With regard to the changes observed in working conditions over time Eurofound has noted:

*“Structural changes in the EU have been reflected to a certain extent in the design of European and national policies, notably through the European Employment Strategy and the Lisbon Strategy.*

*However, various recent studies show a mixed picture of the situation regarding job quality in Europe, indicating that, although some improvements are notable, such as with regard to accidents in the workplace, certain other dimensions of job quality – such as the intensification of work or access to training opportunities – have not really improved. One significant gap in the European framework on quality in work is the absence of any indicator related to working conditions.”*

Source: ‘Convergence and divergence of working conditions in Europe: 1990 – 2005’, EUROFOUND. For further information go to [www.eurofound.europa.eu](http://www.eurofound.europa.eu).

In the Irish context the range of information available on working conditions has been limited. In quarter 1 of 2008, in response to a request from the social partners, the CSO included questions on working conditions of employees in the Quarterly National Household Survey (QNHS).

The questionnaire was developed in conjunction with a liaison group<sup>1</sup> and covered 5 broad topics which are the subject of this report, namely:

- ◆ The provision of benefits to employees, paid for by their employer, exclusive of direct income (Chapter 1 of this report)
- ◆ The availability of other working arrangements, for example flexible working arrangements (Chapter 2 of this report)
- ◆ Provision of training by the employer and type of training provided (Chapter 3 of this report)
- ◆ Issues related to employment law and rights, for example the receipt of a written contract on commencement of employment, the receipt of regular payslips and knowledge of employment law (Chapter 4 of this report)
- ◆ Perceived job security, specifically whether the employee expected to still be in their job in six months time and if not, why not (Chapter 5 of this report).

The full list of questions is available in the background notes of this report.

In addition to the 5 topics described above the questionnaire also included questions with the aim of better identifying the number of agency workers employed in the state. However, the complexity of the subject matter and the difficulties of collecting this information through a household survey has meant that it has not been possible to derive robust estimates of the number of agency workers from the questions included.

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<sup>1</sup>A liaison group was established involving representatives from the CSO, Department of Enterprise, Trade and Employment, Department of Finance, Department of Social Welfare and Family Affairs, Revenue Commissioners, Department of the Taoiseach and the Irish Congress of Trade Unions.

# Chapter 1

## Benefits

All employees were asked which of the following benefits were provided to them by their employer.

- ◆ pension / pension contribution
- ◆ crèche/childcare subsidy
- ◆ Medical plan/ insurance cover/ company GP

Just over half of employees (52%) received at least one of the three above listed work related benefits from their employer. See *table 1.1*.

The most common benefit provided to employees by their employer was a pension or pension contributions (51%). The second most common benefit was the provision of a medical plan/ insurance cover/ company GP with 15% of employees reporting that they received this benefit. By far the least common benefit, with just 1% of employees receiving it, was a crèche or a childcare subsidy provided by the employer.

### Availability of benefits by characteristics of the employee

Overall 55% of males received at least one benefit compared with 49% of females. See *table 1.1 and figure 1a*.

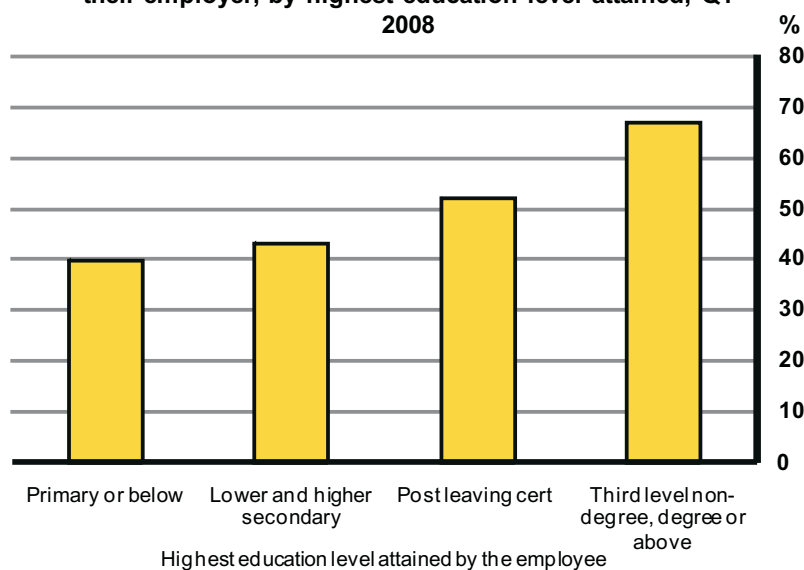
- ◆ The proportion who received at least one benefit was lowest among younger employees with less than one in ten 15-19 year old employees (9%) receiving at least one of the benefits
- ◆ Between 53% and 64% of employees in the age groups between 25 and 64 years of age reported receiving at least one benefit. The highest level was reported by employees aged 45-59 (64%). Approximately one in four 20-24 year old employees (28%) and one in five employees aged over 65 (20%) reported receiving at least one benefit
- ◆ Employees with higher levels of education were more likely to have received at least one of the benefits (67% of employees with a third level education compared with 40% of employees with primary education or below)
- ◆ A significantly lower proportion of non-Irish nationals were in receipt of at least one benefit than Irish nationals (29% compared with 57%). This is primarily driven by the lower proportion of non-Irish nationals in receipt of pension related benefits paid for by their employer. This difference was particularly clear in the case of employees from the 12 newer EU Member States with just 20% being in receipt of at least one of the benefits compared with 39% of non-Irish nationals from other countries.

**Table 1.1 Percentage of employees aged 15 years and over who had benefits provided to them by their employer, by type of benefit provided and characteristics of the employee, December 2007-February 2008**

*% of employees*

	Type of benefit provided by employer			Employer provides at least one of the listed benefits	Employer provides none of the listed benefits	unweighted sample
	Pension or pension contribution	Crèche or childcare subsidy	Medical plan - insurance or company GP			
<b>All Employees</b>	51	1	15	52	48	7,603
<b>Sex</b>						
Male	54	1	19	55	45	2,998
Female	47	2	11	49	51	4,605
<b>Age group</b>						
15-19	5	1	4	9	91	146
20-24	26	1	9	28	72	621
25-44	54	2	17	56	44	4,077
45-59	63	2	16	64	36	2,304
60-64	52	1	10	53	47	336
65+	20	1	3	20	80	119
<b>Nationality</b>						
Irish nationals	56	1	17	57	43	6,569
Non-Irish nationals	26	1	9	29	71	1,034
<i>of which:</i>						
EU15 to EU27 States	19	1	3	20	80	505
Other	35	2	15	39	61	529
<b>Highest education level attained</b>						
Primary or below	38	1	8	40	60	615
Lower and higher secondary	42	1	12	43	57	3,087
Post leaving cert	51	2	13	52	48	784
Third level non-degree, degree or above	64	2	21	67	33	2,909

**Figure 1a Percentage of employees aged 15 years and over who had at least one benefit provided to them by their employer, by highest education level attained, Q1 2008**



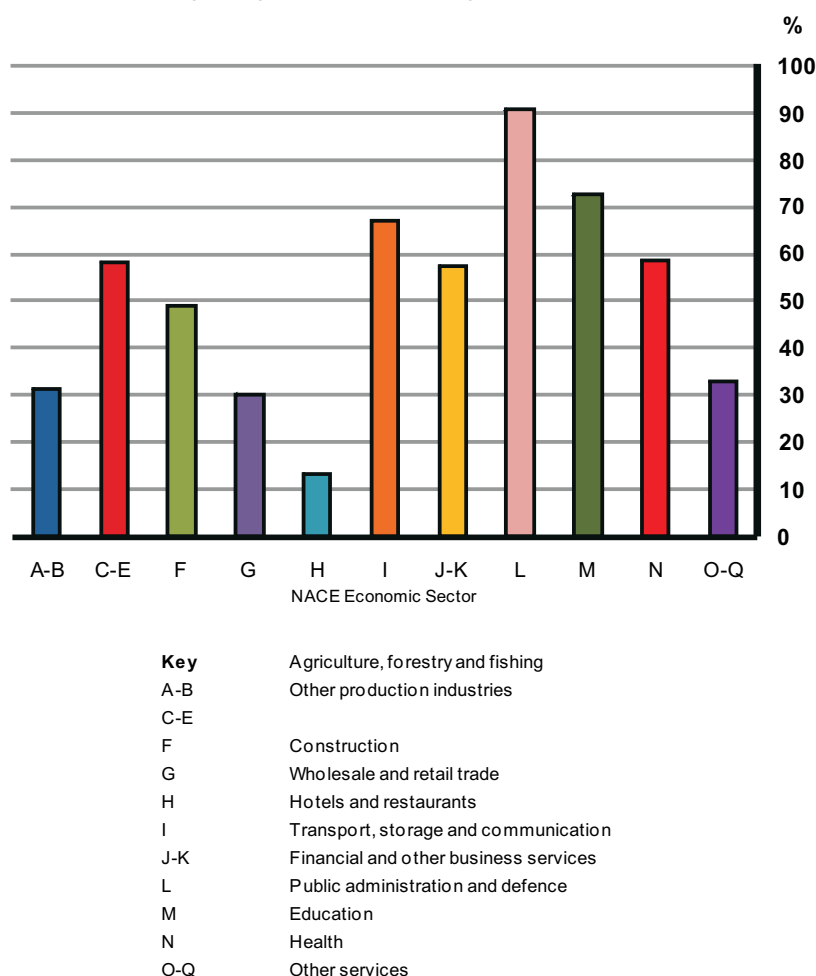


## Availability of benefits by characteristics of the employment

Significant variation in the receipt of benefits was also seen by different characteristics of the employment. See table 1.2 and figure 1b.

- ◆ Nine out of ten employees (91%) in *Public administration and defence* had at least one of the benefits provided by their employer compared with just 13% of those in the *Hotels and restaurants* sector
- ◆ The percentage of employees that were provided with at least one of the listed benefits from their employer increases with the number of years in the job
- ▼ An estimated 35% of employees who had been in their current job for between 0 to 4 years had at least one of the benefits
- ▼ By comparison 85% of employees who had been in their current job for twenty five years or more had at least one of the benefits provided by their employer
- ◆ Only 28% of employees working in an organisation with 10 employees or less were provided with at least one of the benefits compared with 56% of employees who worked in larger units
- ◆ By occupation, nearly three quarters of employees in the *Professional* (74%) and *Associate professional and technical* (72%) occupations received at least one benefit compared with just over one quarter (26%) of employees in the *Sales* occupation.

**Figure 1b Percentage of employees aged 15 years and over who had at least one benefit provided to them by their employer, by sector of employment, Q1 2008**



**Table 1.2 Percentage of employees aged 15 years and over who had benefits provided to them by their employer, by type of benefit provided and characteristics of the employment, December 2007-February 2008**

% of employees						
	Type of benefit provided by employer			Employer provides at least one of the listed benefits	Employer provides none of the listed benefits	unweighted sample
	Pension or pension contribution	Crèche or childcare subsidy	Medical plan - insurance or company GP			
<b>All Employees</b>	<b>51</b>	<b>1</b>	<b>15</b>	<b>52</b>	<b>48</b>	<b>7,603</b>
<b>Employment status</b>						
full-time	58	2	18	60	40	5,526
part-time	25	1	5	26	74	2,077
<b>NACE Economic Sector</b>						
A-B Agriculture, forestry and fishing	31	1	3	31	69	71
C-E Other production industries	56	1	29	59	41	1,061
F Construction	48	0	6	49	51	554
G Wholesale and retail trade	29	1	7	30	70	1,100
H Hotels and restaurants	11	0	5	13	87	516
I Transport, storage and communication	64	1	27	67	33	400
J-K Financial and other business services	55	2	25	58	42	1,036
L Public administration and defence	90	3	27	91	9	527
M Education	72	2	7	73	27	786
N Health	58	2	7	59	41	1,188
O-Q Other services	30	1	10	33	67	364
<b>Broad occupational group</b>						
1. Managers and administrators	65	2	27	68	32	767
2. Professional	71	2	18	74	26	997
3. Associate professional and technical	69	2	22	72	28	811
4. Clerical and secretarial	57	2	15	59	41	1,206
5. Craft and related	45	1	13	46	54	588
6. Personal and protective service	36	1	11	37	63	1,130
7. Sales	24	0	7	26	74	736
8. Plant and machine operatives	49	1	17	50	50	594
9. Other	35	1	7	36	64	774
<b>Number of years in current job</b>						
0-4	33	1	11	35	65	3,232
5-14	61	2	18	63	37	2,654
15-24	74	1	21	75	25	874
25+	84	2	23	85	15	821
<b>Job tenure</b>						
Permanent job	53	1	16	55	45	6,944
Contract job with continuous rollover	30	1	7	34	66	231
Not a permanent job in some way	13	0	2	14	86	301
<b>Unit size</b>						
1-10	26	1	7	28	72	1,042
10+	54	1	16	56	44	6,561

## Availability of benefits by income of the employee

Within the QNHS employees were asked to indicate the level of their direct employment income (take home) from ten pre-defined income bands. In assessing the relationship between income levels and benefits it should be borne in mind that income levels are linked to other characteristics of the employment which also influence the likelihood of receiving benefits, for example whether the employment was full-time or part time or length of service in the job among others. Notwithstanding this, it can clearly be seen that the proportion of employees in receipt of at least one of the listed benefits increased steadily as income rose. See *table 1.3 and figure 1c*.

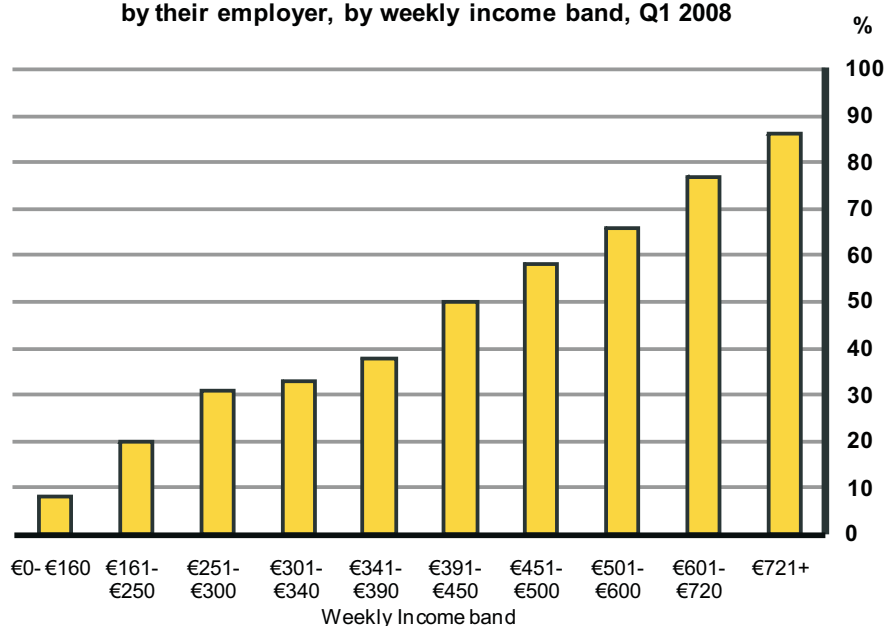
Approximately one in twelve employees (8%) in the lowest income band received at least one benefit, rising to one in three by the fourth income band and 86% by the highest income band.

**Table 1.3 Percentage of employees aged 15 years and over who had benefits provided to them by their employer, by type of benefit provided and income band, December 2007-February 2008**

	Type of benefit provided by employer			% of employees		unweighted sample
	Pension or pension contribution	Crèche or childcare subsidy	Medical plan - insurance or company GP	Employer provides at least one of the listed benefits	Employer provides none of the listed benefits	
<b>All Employees</b>	<b>51</b>	<b>1</b>	<b>15</b>	<b>52</b>	<b>48</b>	<b>7,603</b>
<b>Weekly Income<sup>1</sup></b>						
€0-€160	7	1	2	8	92	551
€161-€250	19	1	3	20	80	671
€251-€300	29	1	6	31	69	435
€301-€340	31	0	9	33	67	428
€341-€390	36	1	8	38	62	523
€391-€450	48	1	15	50	50	838
€451-€500	54	2	15	58	42	523
€501-€600	64	1	19	66	34	822
€601-€720	75	2	23	77	23	744
€721+	84	3	33	86	15	886

<sup>1</sup> Not all employees provided information on their income

**Figure 1c Percentage of employees aged 15 years and over who had at least one of the listed benefits provided to them by their employer, by weekly income band, Q1 2008**



## Individual benefits

### Pension:

With regard to the individual benefits covered in the survey by far the most commonly received benefit was a pension or pension contribution paid for by the employer (51% of all employees and 97% of those who received at least one benefit). As such very similar patterns in the receipt of the pension benefit could be seen as those which influenced the likelihood of having any of the benefits. See *table 1.1*.

In Q1 2008 the estimated proportion of employees aged 20-69 who had pension cover other than the state pension was 56% (see *Pensions update, Q1 2008* release on [www.cso.ie](http://www.cso.ie) for more details).

A more detailed analysis of supplementary pension coverage of those who answered the working conditions questionnaire was undertaken by dividing employees into four groups based on the nature of their pension coverage. In all cases it is taken that all employees have access to the state pension so this analysis refers to non-state pension coverage only. The four groups were:

- ◆ Group A: Employer provided a pension or pension contribution and the employee is a member of a pension scheme
- ◆ Group B: Employer provided a pension or pension contribution but the employee is not a member of a pension scheme (i.e. not a member of the scheme available through their employer)
- ◆ Group C: Employer did not provide pension cover and the employee had additional pension cover paid for by themselves
- ◆ Group D: Employer did not provide pension cover and the employee had no additional pension cover.

This analysis showed that nearly half of all employees (48%) fell into Group A, whereby their employer was providing a pension and or pension contributions and the employee was a member of the scheme. Males were relatively more likely to be in this group than females (52% of male employees compared with 45% of female employees). See *table 1.4*.

- ◆ The next largest group was Group D, namely employees who had neither a pension provided by the employer nor made any additional pension contribution themselves (39%).
- ◆ Just 7% of employees fell into Group C (employer did not provide a pension but the employee made pension contributions themselves) and the remaining 5% fell into Group B (employer provided a pension but the employee was not in a pension scheme).

One clear conclusion presented by this is that employees were relatively unlikely to make a pension contribution themselves where their employer did not provide a pension or make a pension contribution for them with only 7% of all employees falling into this group. Some other points of note arising from this analysis include:

- ◆ While males had higher levels of non-state pension coverage overall (i.e. in Groups A or C), this difference only became statistically significant as age increased. Specifically there was no difference in pension coverage for males and females in the 20-24 and 25-44 age groups.
- ◆ For both males and females 45-59 year olds were the age group most likely to have non-state pension cover. 69% of males in this age group were in Group A compared with 53% of females.

**Table 1.4 Percentage of employees aged 20 - 69 years by pension cover other than the state pension by age and sex, December 2007 - February 2008**

	% of employees		
	Male	Female	All Employees
<b>Age 20-24</b>			
Group A <sup>1</sup>	22	22	22
Group B <sup>2</sup>	7	7	7
Group C <sup>3</sup>	4	2	3
Group D <sup>4</sup>	66	69	68
<i>unweighted sample</i>	231	311	542
<b>Age 25-44</b>			
Group A <sup>1</sup>	51	47	49
Group B <sup>2</sup>	5	7	6
Group C <sup>3</sup>	7	7	7
Group D <sup>4</sup>	36	40	38
<i>unweighted sample</i>	1,590	2,407	3,997
<b>Age 45-59</b>			
Group A <sup>1</sup>	69	53	61
Group B <sup>2</sup>	3	3	3
Group C <sup>3</sup>	9	7	8
Group D <sup>4</sup>	20	37	29
<i>unweighted sample</i>	859	1,410	2,269
<b>Age 60-64</b>			
Group A <sup>1</sup>	58	40	50
Group B <sup>2</sup>	3	3	3
Group C <sup>3</sup>	13	9	11
Group D <sup>4</sup>	27	48	37
<i>unweighted sample</i>	139	191	330
<b>Age 65-69</b>			
Group A <sup>1</sup>	[28]	13	19
Group B <sup>2</sup>	[0]	5	3
Group C <sup>3</sup>	[14]	8	10
Group D <sup>4</sup>	[58]	74	67
<i>unweighted sample</i>	30	56	86
<b>All ages</b>			
Group A <sup>1</sup>	52	45	48
Group B <sup>2</sup>	5	6	5
Group C <sup>3</sup>	8	6	7
Group D <sup>4</sup>	36	43	39
<i>unweighted sample</i>	2,849	4,375	7,224

Assuming all employees have access to the state pension here pension coverage only refers to additional pension over the state pension

<sup>1</sup> Group A Employer provided a pension or pension contribution and the employee is a member of a pension scheme

<sup>2</sup> Group B Employer provided a pension or pension contribution but the employee is not a member of a scheme

<sup>3</sup> Group C Employer did not provide pension cover and the employee has additional pension cover paid for by themselves.

<sup>4</sup> Group D Employer did not provide pension cover and the employee had no additional pension cover.

Figures in parentheses [ ] indicate percentages based on small numbers, and are, therefore, subject to a wide margin of error.

## Childcare

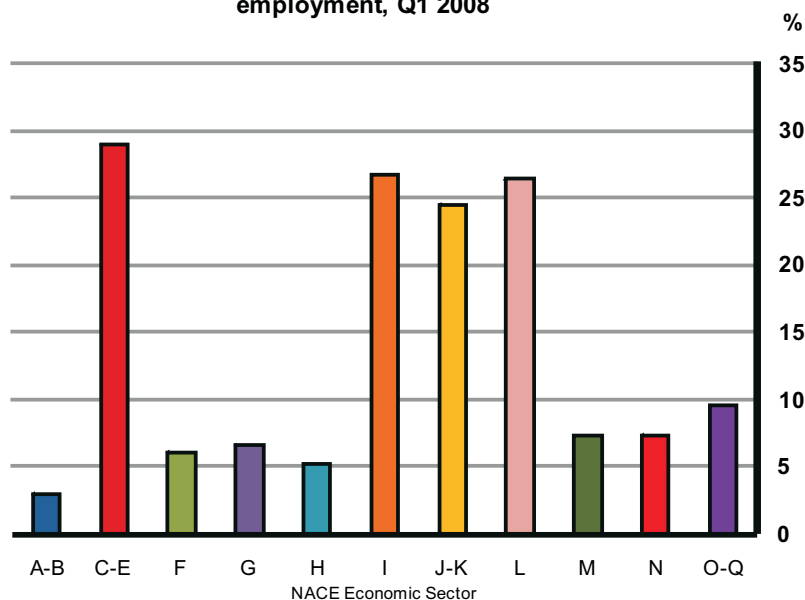
Only 1% of employees indicated that they received a childcare subsidy or had childcare paid for by their employer. Similarly low levels were shown across, sex, age group, education level, sector of employment etc. See tables 1.1, 1.2 and 1.3.

## Medical cover or access to a company GP

An estimated 15% of employees indicated that their employer paid for medical cover or that they had access to a company GP. See tables 1.1, 1.2, 1.3 and figure 1d.

- ◆ Males were more likely to receive the medical cover benefit than females (19% compared with 11%)
- ◆ The proportion of Irish national employees (17%) that had a medical plan/ medical insurance or a company GP paid for by their employer is significantly higher than the proportion of all non-Irish national employees (9%) and in particular those from the 12 newer EU Member States (3%)
- ◆ In four economic sectors between 25% and 29% of employees reported receiving a medical benefit from their employer, namely *Other production industries* (29%), *Transport, storage and communications* (27%), *Public administration and defence* (27%) and *Financial and other business services* (25%). The lowest levels of receipt of this benefit were reported in *Hotels and restaurants* (5%) and *Agriculture, forestry and fishing* (3%)
- ◆ As income increased so did the proportion of employees who had the benefit of a company medical plan / insurance or a company GP. A third of employees in the highest income band received this benefit compared with only 2% of those in the lowest income band.

**Figure 1d Percentage of employees aged 15 years and over whose employer provides them with medical insurance or access to a company GP by sector of employment, Q1 2008**



### Key

A-B	Agriculture, forestry and fishing
C-E	Other production industries
F	Construction
G	Wholesale and retail trade
H	Hotels and restaurants
I	Transport, storage and communication
J-K	Financial and other business services
L	Public administration and defence
M	Education
N	Health
O-Q	Other services

## Logistic regression results

Logistic regression was used to examine the factors which influenced the likelihood of employees being in receipt of at least one of these benefits. The results of this regression show that the following factors had an influence:

- ▼ Income
- ▼ Economic sector of employment
- ▼ Number of years in the current job
- ▼ Unit size
- ▼ Occupation
- ▼ Nationality
- ▼ Age
- ▼ Job tenure
- ▼ Highest education level attained
- ▼ Employment status (full-time or part-time)

Notably, while a difference in the level of receipt of benefits was seen by sex of the respondent, regression showed that sex was not independently associated with the likelihood of the receipt of the benefits. This indicates that it was other characteristics of the employment which were more common among men than women which were driving the increased likelihood of the receipt of benefits, for example the greater likelihood of females to be in part-time employment or different proportions of male and female employees in different economic sectors.

As 97% of employees who received at least one benefit from their employer received a pension or pension contribution the logistic regression showed the same influences as listed above for at least one benefit for the receiving the pension or pension contribution.

The majority of these factors also influenced the likelihood of receiving a medical benefit. One exception was that sex was found to be a factor for this benefit while it was not in the case of the pension benefit. Furthermore the number of years in the job, age of the employee and employment status (full-time or part-time) were not found to be an influence on the likelihood of receiving the medical benefit although they had been significant in the case of the pension benefit.

Only 1% of employees indicated that they received a childcare subsidy or had childcare paid for by their employer. Given the relative rarity of this benefit regression was not able to conclusively identify the factors associated with its provision.





## Chapter 2

### Working Arrangements

All employees were asked which of the following working arrangements were available to them in their workplace:

- ▼ Paid sick leave
- ▼ Career breaks
- ▼ Flexible work arrangements (e.g. part-time, parental leave, term time, work from home)
- ▼ Paid leave to attend job-related course/training

Overall 72% of employees indicated that at least one of the listed working arrangements was available to them. See *table 2.1*.

- ◆ The most common working arrangement available to employees in their workplace was paid sick leave with close to two-thirds of employees (64%) reporting having this available
- ◆ The second most common working arrangement available to employees was paid leave to attend a job related course or training (reported by 44% of employees)
- ◆ Nearly two in five employees (36%) reported availability of flexible working arrangements
- ◆ The working arrangement least frequently available to employees was a career break (28% of employees).

#### Availability of working arrangements by characteristics of the employee

Overall, the same proportion of males and females (72%) reported having at least one of the working arrangements available. However, differences by sex were seen across the different working arrangements. See *table 2.1*.

- ◆ A higher proportion of females reported availability of a career break (31% of females compared with 26% of males) and flexible working arrangements (42% of females compared with 30% of males)
- ◆ There was no statistically significant difference between the proportion of males and females reporting the availability of paid sick leave or paid leave for work related training courses.

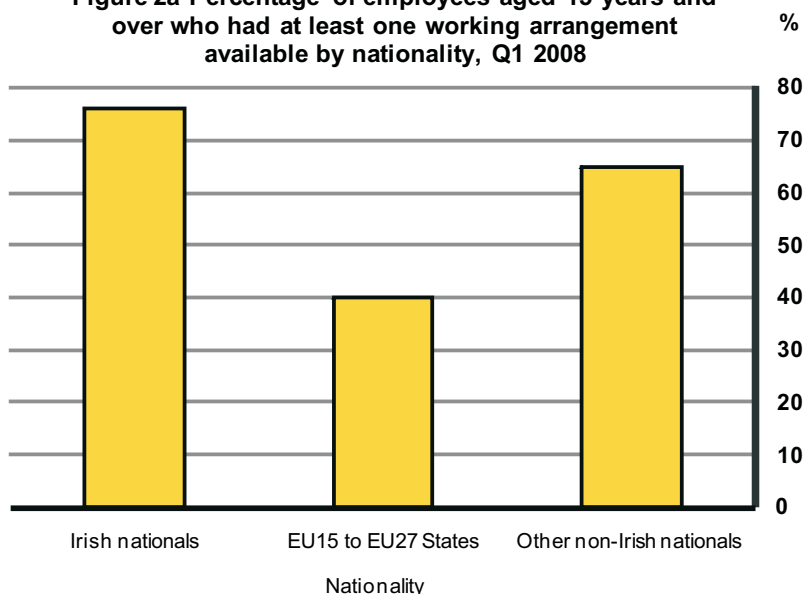
Employees in the youngest age group (15-19) were significantly less likely to have at least one of the working arrangements available to them than those in older age groups (27% compared with 75% or more among those in the age groups between 25 and 64 years of age). The highest level of availability was reported among employees aged 45-59 (81%). See table 2.1.

- ◆ Availability was lower among non-Irish nationals, in particular those from the 12 newer EU Member States (40% compared with 76% for Irish nationals). See figure 2a
- ◆ Availability increased in line with the level of education of the employee. This could be seen across all four of the arrangements covered.

**Table 2.1 Percentage of employees aged 15 years and over who had working arrangements available to them in the workplace, by type of arrangement and characteristics of the employee, December 2007 - February 2008**

	Working arrangements available				% of employees		unweighted sample
	Paid sick leave	Career break	Flexible working arrangement	Paid leave for work related course or training	Employer provides at least one of the listed arrangements	Employer provides none of the listed arrangements	
<b>All Employees</b>	64	28	36	44	72	28	7,603
<b>Sex</b>							
Male	65	26	30	44	72	28	2,998
Female	62	31	42	44	72	28	4,605
<b>Age group</b>							
15-19	14	3	13	11	27	73	146
20-24	45	15	24	27	54	46	621
25-44	67	29	38	47	75	25	4,077
45-59	74	36	41	51	81	19	2,304
60-64	66	29	36	43	75	25	336
65+	40	7	26	23	51	49	119
<b>Nationality</b>							
Irish nationals	68	31	40	48	76	24	6,569
Non-Irish nationals	44	13	19	23	52	48	1,034
of which:							
EU15 to EU27 States	31	6	13	13	40	60	505
Other	58	20	25	34	65	35	529
<b>Highest education level attained</b>							
Primary or below	50	12	20	24	58	42	615
Lower and higher secondary	54	19	30	34	64	36	3,087
Post leaving cert	63	25	36	42	74	26	784
Third level non-degree, degree or above	78	43	48	60	84	16	2,909

**Figure 2a Percentage of employees aged 15 years and over who had at least one working arrangement available by nationality, Q1 2008**

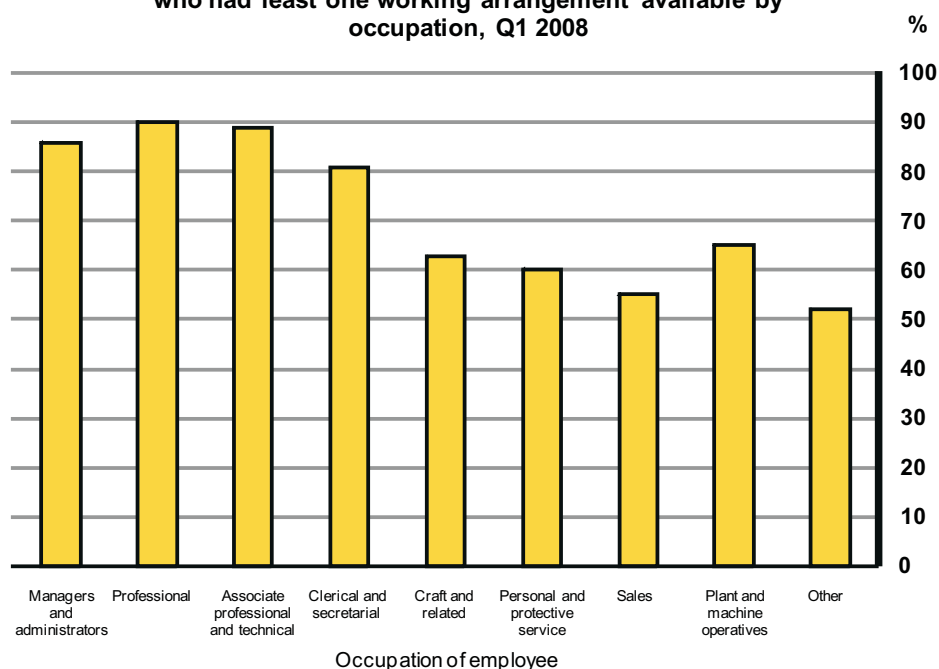


## Availability of working arrangements by characteristics of the employment

When examining the availability of the working arrangements by the characteristics of the employment similar patterns emerged to those shown for the working benefits covered in Chapter 1. See table 2.2 and figure 2b.

- ◆ The lowest levels of availability were reported in the *Hotels and restaurants* (40%), *Agriculture, forestry and fishing* (58%), *Construction* (59%) and *Wholesale and retail trade* (59%) sectors. By comparison nearly all of employees in *Public administration and defence* (97%), 85% of employees in *Education* and 83% of employees in *Financial and other business services* reported availability of at least one of the listed working arrangements
- ◆ By occupation very high levels of availability were reported by employees in the *Professional* (90%), *Associate professional and technical* (89%) and *Managers and administrators* (86%) categories. This compared with a little over half of employees in the *Other* (52%) or *Sales* (55%) occupational categories
- ◆ Less than three fifths (59%) of employees in their current job less than 5 years reported availability of at least one of the working arrangements compared with 81% of employees in their current job 5 -14 years, 87% of employees in their job 15-24 years and 93% of employees in their job 25 years or more.

**Figure 2b Percentage of employees aged 15 years and over who had least one working arrangement available by occupation, Q1 2008**



**Table 2.2 Percentage of employees aged 15 years and over who had working arrangements available to them in the workplace, by type of arrangement and characteristics of the employment, December 2007 - February 2008**

							% of employees
Working arrangements available							
	Paid sick leave	Career break	Flexible working arrangement	Paid leave for work related course or training	Employer provides at least one of the listed arrangements	Employer provides none of the listed arrangements	unweighted sample
<b>All Employees</b>	<b>64</b>	<b>28</b>	<b>36</b>	<b>44</b>	<b>72</b>	<b>28</b>	<b>7,603</b>
<b>Employment status</b>							
full-time	70	32	37	49	77	23	5,526
part-time	40	15	34	26	54	46	2,077
<b>NACE Economic Sector</b>							
A-B Agriculture, forestry and fishing	54	18	24	32	58	42	71
C-E Other production industries	69	21	32	45	76	24	1,061
F Construction	52	11	19	28	59	41	554
G Wholesale and retail trade	47	11	26	26	59	41	1,100
H Hotels and restaurants	24	6	19	15	40	60	516
I Transport, storage and communication	70	30	37	47	78	22	400
J-K Financial and other business services	76	33	45	58	83	17	1,036
L Public administration and defence	93	75	68	79	97	3	527
M Education	81	58	41	59	85	15	786
N Health	71	37	47	52	78	22	1,188
O-Q Other services	50	17	32	33	62	38	364
<b>Broad occupational group</b>							
1. Managers and administrators	79	35	48	61	86	14	767
2. Professional	85	54	47	67	90	10	997
3. Associate professional and technical	82	44	54	64	89	11	811
4. Clerical and secretarial	72	36	50	50	81	19	1,206
5. Craft and related	56	13	18	30	63	37	588
6. Personal and protective service	49	21	28	32	60	40	1,130
7. Sales	43	10	27	25	55	45	736
8. Plant and machine operatives	56	15	23	35	65	35	594
9. Other	44	13	21	23	52	48	774
<b>Number of years in current job</b>							
0-4	50	18	28	33	59	41	3,232
5-14	72	33	42	51	81	19	2,654
15-24	81	42	48	57	87	13	874
25+	89	55	48	64	93	7	821
<b>Job tenure</b>							
Permanent job	66	30	38	46	75	25	6,944
Contract job with continuous rollover	44	10	24	27	55	45	231
Not a permanent job in some way	23	4	16	15	31	69	301
<b>Unit size</b>							
1-10	47	13	26	25	57	43	1,042
10+	66	30	38	47	74	26	6,561

## Availability of working arrangements by income of the employee

As with the working benefits covered in Chapter 1, availability of the working arrangements increased significantly as income increased. Less than 30% of employees in the lowest income band had at least one of the arrangements available compared with 95% of employees in the highest band. See table 2.3.

**Table 2.3 Percentage of employees aged 15 years and over who had working arrangements available to them in their workplace, by type of arrangement and income band, December 2007 - February 2008**

	Working arrangements available				% of employees		unweighted sample
	Paid sick leave	Career break	Flexible working arrangement	Paid leave for work related course or training	Employer provides at least one of the listed arrangements	Employer provides none of the listed arrangements	
<b>All Employees</b>	<b>64</b>	<b>28</b>	<b>36</b>	<b>44</b>	<b>72</b>	<b>28</b>	7,603
<b>Weekly Income<sup>1</sup></b>							
€0-€160	14	4	17	8	29	71	551
€161-€250	37	9	29	21	51	49	671
€251-€300	49	16	36	32	63	37	435
€301-€340	46	20	29	29	57	43	428
€341-€390	53	20	28	35	63	37	523
€391-€450	65	25	35	43	76	24	838
€451-€500	71	31	38	47	78	22	523
€501-€600	78	36	43	57	84	16	822
€601-€720	85	46	44	65	90	10	744
€721+	90	52	55	74	95	5	886

<sup>1</sup>Not all employees provided information on their income

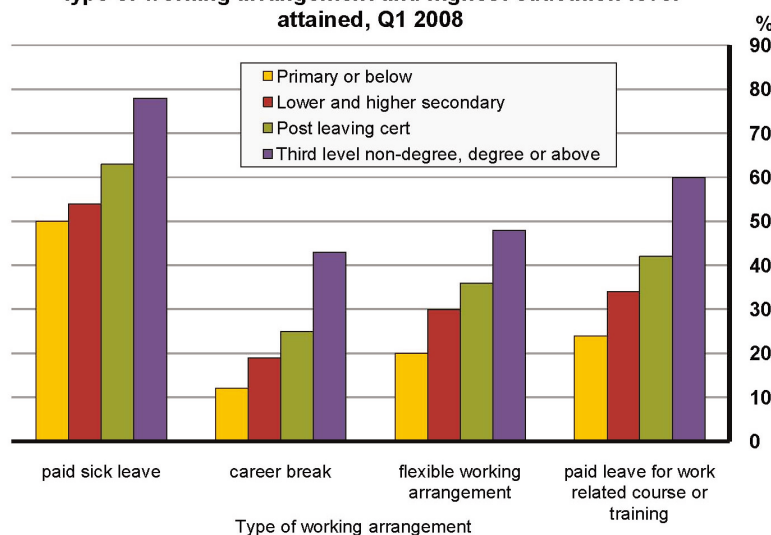
## Individual working arrangements

As already noted, paid sick leave was the most common of the working arrangements available to employees with close to two thirds (64%) of employees having this available in their workplace. By comparison just over one quarter (28%) of employees indicated that the option of a career break was available to them. See table 2.1.

Differences in the availability of the different working arrangements according to the characteristics of the employee or the employment were very similar to those described above.

For example for each working arrangement employees with a highest level of education of third level non-degree, degree or above had the highest level of availability while those with a highest level of primary or below reported the lowest level of availability. See figure 2c.

**Figure 2c Percentage of employees aged 15 and over with working arrangements available in their work place by type of working arrangement and highest education level attained, Q1 2008**



Employees in the *Hotels and restaurants* sector reported the lowest level of availability for each of the four working arrangements covered.

- ◆ Almost one quarter (24%) of employees in the *Hotels and restaurants* sector responded that they had paid sick leave available (compared with 64% of employees overall)
- ▼ Only 6% reported having the option of a career break available (compared with 28% of all employees)
- ▼ Less than one fifth (19%) had flexible working arrangements (compared with a 36% of all employees)
- ▼ Just over one in seven (15%) had paid leave for work related courses or training (compared with 44% of all employees).

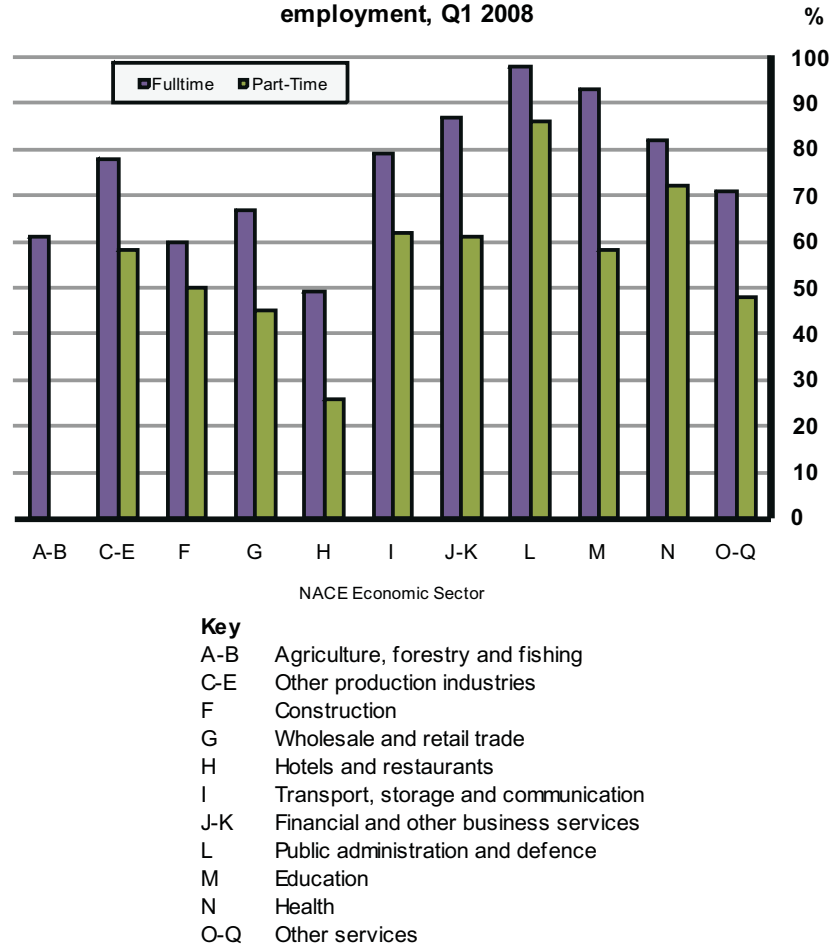
This pattern was seen regardless of whether the employees were full time or part time with full time employees in *Hotels and restaurants* reporting lower levels of availability than full time employees in any other sector and the same could be seen for part time employees. See table 2.4 and figure 2d.

Furthermore, the proportion of full-time employees in the *Hotels and restaurants* (49%) sector who received at least one of the working arrangements is lower than part-time employees in the majority of other sectors. As such while part-time employment is more prevalent in the *Hotels and Restaurants* sector this alone does not explain the lower level of availability of the working arrangements.

**Table 2.4 Percentage of employees aged 15 years and over who had at least one working arrangement available by employment status and sector of employment , December 2007-February 2008**

		% of employees		
		Employees with at least one working arrangement available in their workplace		
		Full-time	Part-time	All Employees
				unweighted sample
<b>NACE Economic Sector</b>				
A-B	Agriculture, forestry and fishing	61	*	58
C-E	Other production industries	78	58	76
F	Construction	60	[50]	59
G	Wholesale and retail trade	67	45	59
H	Hotels and restaurants	49	26	40
I	Transport, storage and communication	79	62	78
J-K	Financial and other business services	87	61	83
L	Public administration and defence	98	86	97
M	Education	93	58	85
N	Health	82	72	78
O-Q	Other services	71	48	62
<b>Job tenure</b>				
	Permanent job	78	60	75
	Contract job with continuous rollover	64	37	55
	Not a permanent job in some way	45	25	31
<b>Total</b>		<b>77</b>	<b>54</b>	<b>72</b>
				<b>7,603</b>

**Figure 2d Percentage of employees aged 15 and over who had at least one of the working arrangements available to them by employment status and sector of employment, Q1 2008**



### Logistic regression results

Regression showed that a similar range of factors influenced the likelihood of availability of these working arrangements as were seen in the case of the benefits covered in Chapter 1 with two exceptions:

- ◆ While sex did not influence the likelihood of receiving the working benefits covered in Chapter 1 it was a factor in the case of the working arrangements covered in this chapter
- ◆ On the other hand while age was an independent factor in the receipt of the benefits it was not in the case of the likelihood of an employee having the working arrangements in this chapter available to them.

The full list of factors found to independently influence the likelihood of the availability of the working arrangements is below:

- ▼ Income
- ▼ Economic sector of employment
- ▼ Nationality
- ▼ Occupation
- ▼ Number of years in current job
- ▼ Job tenure

- ▼ Unit size
- ▼ Highest education level attained
- ▼ Sex
- ▼ Employment status (full-time or part-time)

Across the individual working arrangements each of the factors listed above was found to be of significance with the exception of sex and employment status. The differences across the different working arrangements were:

- ◆ Age was found to influence the likelihood of having paid sick leave, a career break or paid leave to attend training available, however it was not a factor in the case of flexible working arrangements
- ◆ Sex was an influence in the availability of a career break and flexible working arrangements but not for paid sick leave or paid leave to attend training.

Employment status (full-time or part time) was an influence on the likelihood of the availability of flexible working arrangements only.



## Chapter 3

### Training

Within section 2 analysis was presented on the availability of paid leave to attend training. In addition to this working arrangement, all employees were asked whether they had participated in training in the last 12 months provided or paid for by their employer.

Those that stated they received training in the last 12 months were asked which of the following types of training they received:

- ◆ Induction/Health and Safety short courses
- ◆ Job-related training course of up to one working week duration (includes any short course ranging from 1 hour to a full working week)
- ◆ Job-related training course of more than one working week duration
- ◆ None of the above but other.

A quarter of employees (25%) stated that they had participated in training in the last 12 months which had been paid for or provided by their employer. See *table 3.1*.

The highest proportion reported attending job related training of up to 1 week in duration with 16% reporting having attended such training in the 12 months prior to interview. Just 3% of employees reported having attended a job related course of more than 1 week duration while 9% attended induction or health and safety courses. See *tables 3.4 and 3.5*.

#### Attendance of training courses by characteristics of the employee

Unlike the working benefits and working arrangements covered in sections 1 and 2 both sex and age were factors in the likelihood of receiving training paid for or provided by the employer. See *table 3.1 and figure 3a*.

- ◆ Males were more likely to have received training than females (27% of males compared with 23% of females)
- ◆ Employees aged 65 or more and those aged 15-19 were the least likely to receive training (13% compared with 20% or more for those in the age groups between 20 and 64 years of age)

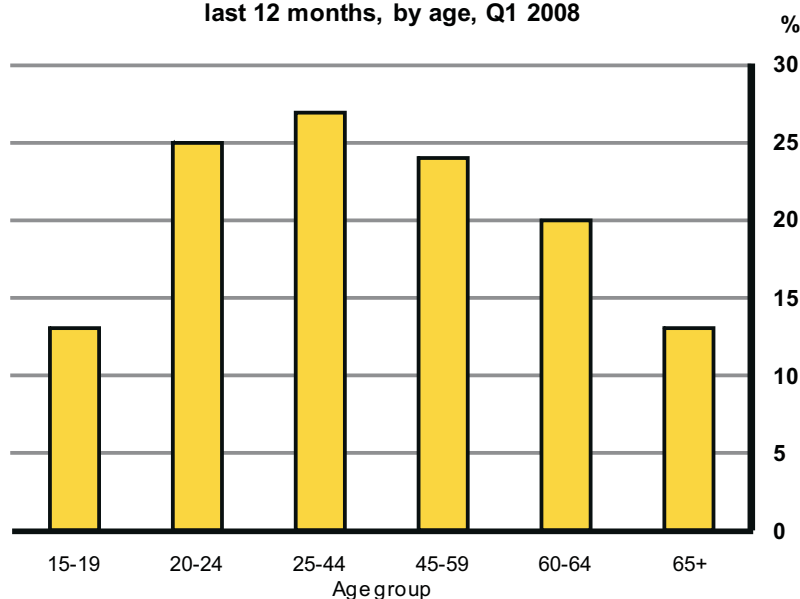
- ◆ Those employees who had a third level qualification were more than twice as likely to have participated in training paid for or provided by their employer than those who had only a primary education or no formal education (35% compared with 14%).

**Table 3.1 Percentage of employees aged 15 years and over who received training (other than on-the-job training) paid for or provided by their employer in the previous 12 months, by characteristics of the employee, December 2007 - February 2008**

	% of employees Training paid for or provided by their employer <sup>1</sup>		unweighted sample
	Yes	No	
<b>All Employees</b>	25	74	7,603
<b>Sex</b>			
Male	27	71	2,998
Female	23	76	4,605
<b>Age group</b>			
15-19	13	86	146
20-24	25	74	621
25-44	27	72	4,077
45-59	24	75	2,304
60-64	20	80	336
65+	13	86	119
<b>Nationality</b>			
Irish nationals	26	74	6,569
Non-Irish nationals	24	74	1,034
<i>of which:</i>			
EU15 to EU27 States	21	77	505
Other	27	70	529
<b>Highest education level attained</b>			
Primary or below	14	85	615
Lower and higher secondary	19	80	3,087
Post leaving cert	22	77	784
Third level non-degree, degree or above	35	64	2,909

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

**Figure 3a Percentage of employees who received training paid for or provided by their employer in the last 12 months, by age, Q1 2008**

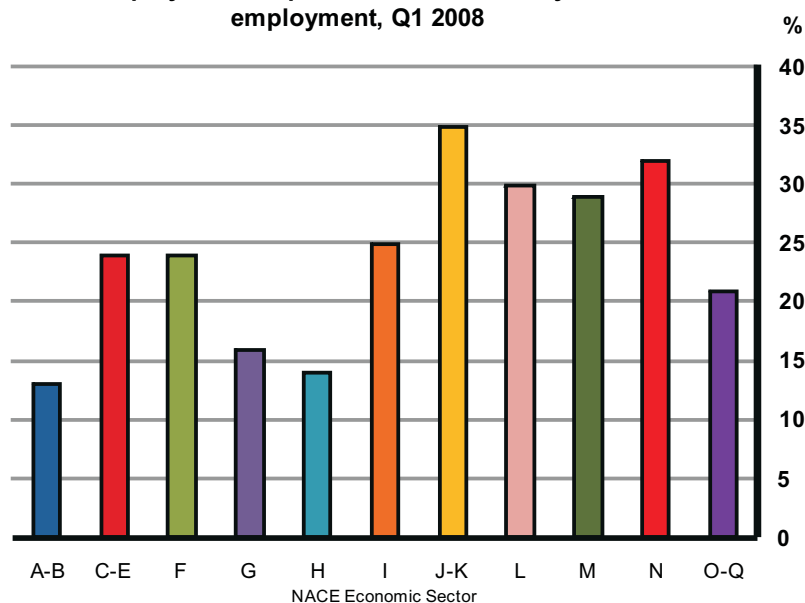


## Attendance of training courses by characteristics of the employment

Sector, occupation, size of the organisation and length of time in the job all influenced the likelihood of having attended training paid for or provided by the employer. See table 3.2 and figure 3b.

- ◆ The lowest level of provision of training was reported in the *Agriculture, forestry and fishing* (13%), *Hotels and restaurants* (14%) and *Wholesale and retail trade* (16%) sectors. The highest levels of training provision were reported in *Financial and other business services* (35%), *Health* (32%), *Public administration and defence* (30%) and *Education* (29%)
- ◆ Employees in the *Professional* (40%), *Managers and administrators* (34%) and *Associate professional and technical* (32%) occupational categories were most likely to have attended training while those in the *Sales* (17%) and *Other* (15%) categories were least likely
- ◆ Just over one quarter of employees (27%) in larger organisations had participated in training compared with one in six (16%) of employees in organisations with 10 employees or less.

**Figure 3b Percentage of employees aged 15 years and over who received training paid for or provided by their employer in the previous 12 months, by sector of employment, Q1 2008**



Key	
A-B	Agriculture, forestry and fishing
C-E	Other production industries
F	Construction
G	Wholesale and retail trade
H	Hotels and restaurants
I	Transport, storage and communication
J-K	Financial and other business services
L	Public administration and defence
M	Education
N	Health
O-Q	Other services

**Table 3.2 Percentage of employees aged 15 years and over who received training (other than on-the-job training) paid for or provided by their employer in the previous 12 months by characteristics of the employment, December 2007 - February 2008**

		% of employees		
		Training paid for or provided by their employer <sup>1</sup>		
		Yes	No	unweighted sample
All Employees		25	74	7,603
Employment status				
full-time		28	71	5,526
part-time		15	84	2,077
NACE Economic Sector				
A-B	Agriculture, forestry and fishing	13	86	71
C-E	Other production industries	24	75	1,061
F	Construction	24	73	554
G	Wholesale and retail trade	16	84	1,100
H	Hotels and restaurants	14	85	516
I	Transport, storage and communication	25	75	400
J-K	Financial and other business services	35	63	1,036
L	Public administration and defence	30	70	527
M	Education	29	71	786
N	Health	32	66	1,188
O-Q	Other services	21	78	364
Broad occupational group				
1.	Managers and administrators	34	65	767
2.	Professional	40	60	997
3.	Associate professional and technical	32	66	811
4.	Clerical and secretarial	21	78	1,206
5.	Craft and related	22	76	588
6.	Personal and protective service	22	77	1,130
7.	Sales	17	82	736
8.	Plant and machine operatives	22	78	594
9.	Other	15	84	774
Number of years in current job				
0-4		24	75	3,232
5-14		26	73	2,654
15-24		27	72	874
25+		27	73	821
Job tenure				
Permanent job		26	73	6,944
Contract job with continuous rollover		26	73	231
Not a permanent job in some way		15	84	301
Unit size				
1-10		16	83	1,042
10+		27	72	6,561

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

## Attendance of training courses by income of the employee

Employees in higher income bands were more likely to have had participated in training in the last 12 months paid for or provided by their employer. See *table 3.3*.

- ◆ Only 10% of employees in the lowest income band had participated in a training course in the last 12 months, rising to 21% of employees in the fourth or fifth band and 44% of employees in the highest income band.

**Table 3.3 Percentage of employees aged 15 years and over who received training (other than on-the-job training) paid for or provided by their employer in the previous 12 months, by income band, December 2007- February 2008**

	% of employees		
	Training paid for or provided by their employer <sup>1</sup>		unweighted sample
	Yes	No	
All Employees	25	74	7,603
Weekly Income <sup>2</sup>			
€0-€160	10	90	551
€161-€250	16	83	671
€251-€300	18	82	435
€301-€340	21	78	428
€341-€390	21	78	523
€391-€450	22	77	838
€451-€500	25	75	523
€501-€600	32	68	822
€601-€720	36	63	744
€721+	44	55	886

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

<sup>2</sup> Not all employees provided information on their income

## Attendance at different types of training:

### Job related training of more than one week

As already noted just 3% of employees had attended a job related training course of more than one week duration in the 12 months prior to interview. The proportion of employees that attended training of greater than 1 week duration varied relatively little by characteristics of the employee or employment. See *tables 3.4 and 3.5*.

- ◆ Variation was seen by highest education level attained where attendance was reported by 5% of employees with a third level education compared with 2% of all other employees
- ◆ A difference could also be seen by employment status where 4% of full-time employees compared with only 1% of part time employees reported attendance at a training course of more than one week.

### Induction or health and safety courses

Just less than one in ten employees (9%) had attended induction or health and safety courses in the 12 months prior to interview. While some variation could be seen by the characteristics of the employee the greatest difference could be seen by characteristics of the employment and in particular the sector of employment and occupation. See *tables 3.4 and 3.5*.

- ◆ One in seven employees in the *Plant and machine operatives* (14%) occupational category had attended induction or health and safety courses compared with approximately one in twenty employees in the *Clerical and secretarial* (5%) category

- ◆ A higher proportion of employees in the *Construction* sector had attended induction or health and safety training than was recorded in other sectors (14% compared with 10% or less of employees in other sectors).

#### Job related course (up to one week)

One in six employees (16%) had attended job related courses of up to 1 week duration in the previous 12 months. See tables 3.4 and 3.5.

- ◆ Almost a quarter of employees (24%) with a third level education had attended this type of training compared with just 7% of those with primary or below and 10% of those with secondary level as their highest level of education
- ◆ Less than 10% of employees attended a course of up to one week duration in the *Agriculture, forestry and fishing* (4%), *Hotels and restaurants* (6%) and *Wholesale and retail trade* (9%) sectors. This compares with 20% or more of employees in *Public administration and defence* (20%), *Education* (20%), *Health* (23%) and *Financial and other business services* (24%).

**Table 3.4 Type of training (other than on-the-job training) attended by employees in the previous 12 months, by characteristics of the employee, December 2007 - February 2008**

	% of employees					
	Type of training paid for or provided by employer <sup>1</sup>					unweighted sample
	No training	Induction or health & safety (short courses)	Job related (up to 1 week)	Job related course (more than 1 week)	None of the afore listed but other	
<b>All Employees</b>	74	9	16	3	1	7,603
<b>Sex</b>						
Male	71	10	16	4	1	2,998
Female	76	7	15	3	1	4,605
<b>Age group</b>						
15-19	86	5	6	1	1	146
20-24	74	10	14	5	1	621
25-44	72	9	17	4	1	4,077
45-59	75	8	16	2	1	2,304
60-64	80	6	13	1	0	336
65+	86	6	10	0	0	119
<b>Nationality</b>						
Irish nationals	74	8	16	3	1	6,569
Non-Irish nationals	74	11	13	3	0	1,034
<i>of which:</i>						
<i>EU15 to EU27 States</i>	77	12	9	2	0	505
<i>Other</i>	70	11	18	3	1	529
<b>Highest education level attained</b>						
Primary or below	85	7	7	2	0	615
Lower and higher secondary	80	9	10	2	0	3,087
Post leaving cert	77	8	14	2	1	784
Third level non-degree, degree or above	64	9	24	5	1	2,909

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

**Table 3.5 Type of training (other than on-the-job training) attended by employees in the previous 12 months, by characteristics of the employment, December 2007 - February 2008**

% of employees						
	Type of training paid for or provided by employer <sup>1</sup>					unweighted sample
	No training	Induction or health & safety (short courses)	Job related (up to 1 week)	Job related course (more than 1 week)	None of the afore listed but other	
All Employees	74	9	16	3	1	7,603
Employment status						
full-time	71	9	18	4	1	5,526
part-time	84	6	9	1	0	2,077
NACE Economic Sector						
A-B Agriculture, forestry and fishing	86	10	4	0	0	71
C-E Other production industries	75	10	15	2	0	1,061
F Construction	73	14	10	4	0	554
G Wholesale and retail trade	84	7	9	2	0	1,100
H Hotels and restaurants	85	8	6	1	0	516
I Transport, storage and communication	75	10	16	3	0	400
J-K Financial and other business services	63	6	24	6	1	1,036
L Public administration and defence	70	9	20	5	2	527
M Education	71	5	20	3	1	786
N Health	66	10	23	3	1	1,188
O-Q Other services	78	7	11	3	2	364
Broad occupational group						
1. Managers and administrators	65	7	23	4	2	767
2. Professional	60	8	29	6	2	997
3. Associate professional and technical	66	8	23	4	1	811
4. Clerical and secretarial	78	5	15	2	1	1,206
5. Craft and related	76	10	12	4	0	588
6. Personal and protective service	77	9	12	3	1	1,130
7. Sales	82	9	10	1	0	736
8. Plant and machine operatives	78	14	9	1	0	594
9. Other	84	9	6	1	0	774
Number of years in current job						
0-4	75	8	15	4	1	3,232
5-14	73	10	16	3	1	2,654
15-24	72	8	18	3	1	874
25+	73	7	20	2	1	821
Job tenure						
Permanent job	73	9	16	3	1	6,944
Contract job with continuous rollover	73	11	14	3	1	231
Not a permanent job in some way	84	7	6	2	1	301
Unit size						
1-10	83	6	8	2	1	1,042
10+	72	9	17	3	1	6,561

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated



## Availability of paid leave to attend training and attending training paid for or provided by the employer

In Chapter 2 it was reported that 44% of employees had paid leave to attend training available in their workplace. Earlier in this chapter it was reported that 25% of employees had attended training courses paid for or provided by their employer in the 12 months prior to interview.

Looking at these two issues together shows that nearly half of all employees (47%) reported that they neither attended training paid for or provided by their employer or had paid leave to attend training available in their workplace. See table 3.6 and figure 3c.

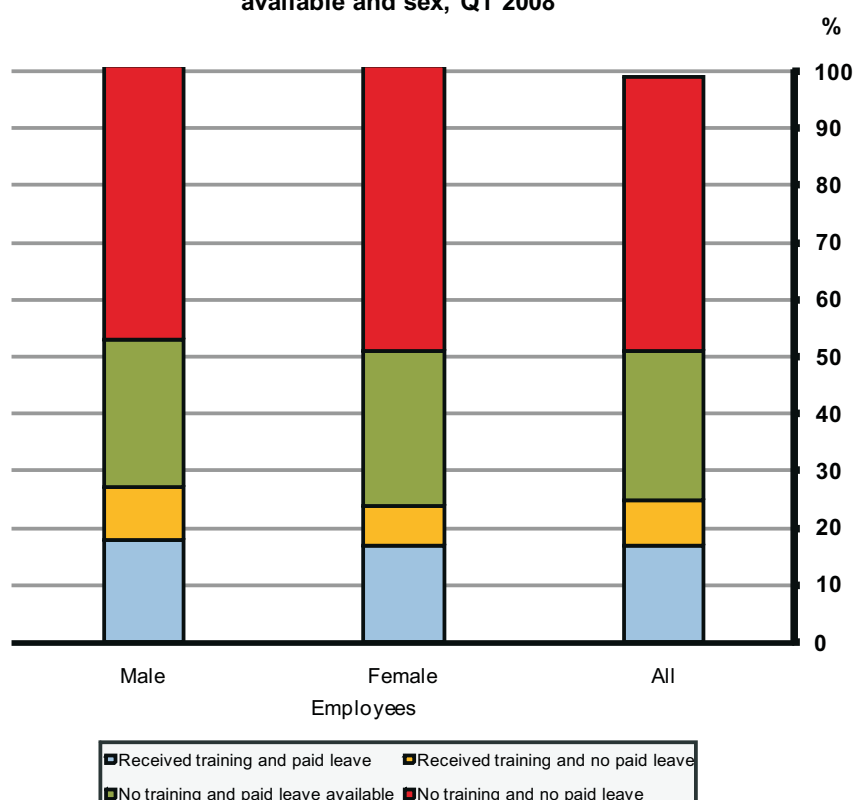
- ◆ Less than one in five employees (17%) reported both the availability of paid training leave and that they had attended training paid for or provided by their employer
- ◆ The remaining group, representing over one third of employees, had either attended paid for training or had paid leave available in their workplace but not both. Similar patterns were seen for both males and females.

**Table 3.6 Receipt of paid leave for training and attendance at training paid for or provided by the employer, by sex, December 2007 -February 2008**

	% of employees			
	Male	Female	All	unweighted sample
Received training and paid leave available in the workplace	18	17	17	1,293
Received training and no paid leave available in the workplace	9	7	8	543
No training and paid leave available in the work place	26	27	26	2,131
Neither	46	49	47	3,552
Don't know / refusal	[2]	[1]	1	84

Figures in parentheses [ ] indicate percentages based on small numbers, and are, therefore, subject to a wide margin of error.

**Figure 3c Percentage of employees aged 15 years and over, by whether they received training and had paid training leave available and sex, Q1 2008**



## Logistic regression results

Regression results showed that the factors that influenced whether an employee attended training paid for or provided by their employer in the last 12 months or not were the following:

- ▼ Income
- ▼ Highest education level attained
- ▼ Economic sector of employment
- ▼ Unit size
- ▼ Age
- ▼ Occupation
- ▼ Sex

## Chapter 4

### Employment Law

Employees in Ireland have certain rights protected by law. The survey covered aspects of employment rights and law including:

- ◆ Whether or not the employee received a regular payslip
- ◆ Whether an employee received a written contract on commencement of their employment
- ◆ Employees self assessed level of understanding of Irish employment law.

#### Receipt of a payslip

Under The Payment of Wages Act, 1991 all employees are entitled to a statement of pay (payslip) clearly outlining their gross pay, net pay and all deductions made. All respondents were asked whether they received a regular payslip from their employer.

Slightly more than 9 out of 10 employees (91%) stated they regularly received a payslip. *See table 4.1.*

The most notable patterns emerging by the characteristics of the employee and employment were:

- ◆ **Highest level of education** – 95% of employees with a third level education received a payslip compared with 88% of all other employees. *See table 4.1*
- ◆ **Size of organisation** – 93% of employees in larger organisations reported receiving a regular payslip compared with 70% of employees of organisations of 10 employees or less. *See table 4.2*
- ◆ **Sector of employment** – at least 90% of employees in seven out of the eleven economic sectors reported receiving a regular payslip. The sector with the lowest proportion of employees reporting receipt of a regular payslip was *Agriculture, forestry and fishing* (64%) followed by *Other services* (78%), *Construction* (82%) and *Hotels and restaurants* (83%). *See table 4.2 and figure 4a*
- ◆ **Occupation** – *Professional and Associate professional and technical* had the highest percentage of employees that received a payslip (95%) among the occupational groups. By comparison employees in the *Craft and related* group reported the lowest level at 83%. *See table 4.2.*

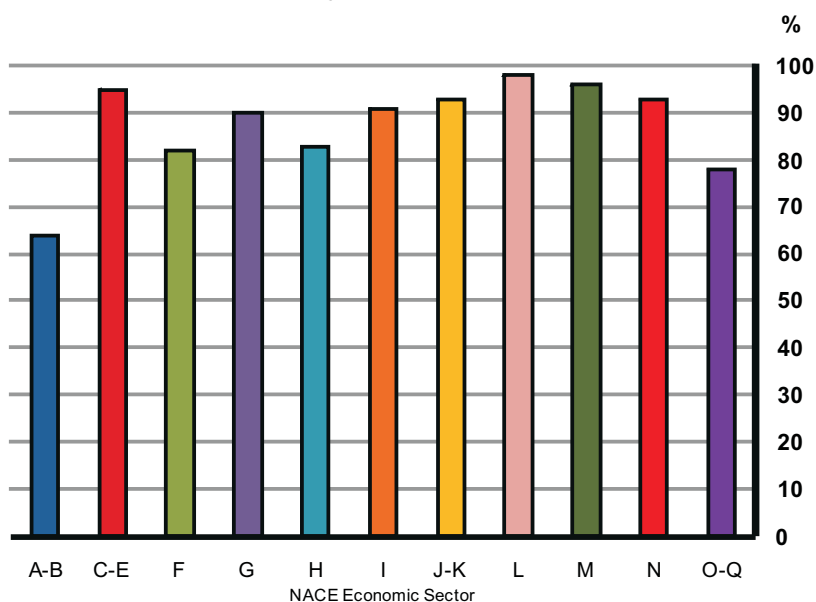
**Table 4.1 Percentage of employees aged 15 years and over who regularly received a payslip by characteristics of the employee, December 2007 - February 2008**

*% of employees*

	Payslip regularly received <sup>1</sup>		unweighted sample
	Yes	No	
<b>All Employees</b>	<b>91</b>	<b>8</b>	<b>7,603</b>
<b>Sex</b>			
Male	90	8	2,998
Female	91	9	4,605
<b>Age group</b>			
15-19	74	26	146
20-24	89	11	621
25-44	92	7	4,077
45-59	92	7	2,304
60-64	91	8	336
65+	75	24	119
<b>Nationality</b>			
Irish nationals	91	9	6,569
Non-Irish nationals	90	8	1,034
<i>of which:</i>			
EU15 to EU27 States	89	9	505
Other	91	7	529
<b>Highest education level attained</b>			
Primary or below	87	11	615
Lower and higher secondary	88	12	3,087
Post leaving cert	88	11	784
Third level non-degree, degree or above	95	4	2,909

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

**Figure 4a Percentage of employees who regularly received a payslip from their employer, by sector of employment, Q1 2008**



**Key**

A-B	Agriculture, forestry and fishing
C-E	Other production industries
F	Construction
G	Wholesale and retail trade
H	Hotels and restaurants
I	Transport, storage and communication
J-K	Financial and other business services
L	Public administration and defence
M	Education
N	Health
O-Q	Other services

**Table 4.2 Percentage of employees aged 15 years and over who regularly received a payslip by characteristics of the employment, December 2007 - February 2008**

% employees			
	Payslip regularly received <sup>1</sup>		unweighted sample
	Yes	No	
<b>All Employees</b>	<b>91</b>	<b>8</b>	<b>7,603</b>
<b>Employment status</b>			
full-time	92	7	5,526
part-time	84	15	2,077
<b>NACE Economic Sector</b>			
A-B Agriculture, forestry and fishing	64	35	71
C-E Other production industries	95	4	1,061
F Construction	82	16	554
G Wholesale and retail trade	90	10	1,100
H Hotels and restaurants	83	16	516
I Transport, storage and communication	91	8	400
J-K Financial and other business services	93	6	1,036
L Public administration and defence	98	2	527
M Education	96	4	786
N Health	93	6	1,188
O-Q Other services	78	20	364
<b>Broad occupational group</b>			
1. Managers and administrators	93	5	767
2. Professional	95	4	997
3. Associate professional and technical	95	4	811
4. Clerical and secretarial	93	6	1,206
5. Craft and related	83	15	588
6. Personal and protective service	88	11	1,130
7. Sales	89	11	736
8. Plant and machine operatives	91	8	594
9. Other	86	13	774
<b>Number of years in current job</b>			
0-4	88	11	3,232
5-14	92	7	2,654
15-24	94	5	874
25+	96	3	821
<b>Job tenure</b>			
Permanent job	91	8	6,944
Contract job with continuous rollover	90	10	231
Not a permanent job in some way	77	22	301
<b>Unit size</b>			
1-10	70	28	1,042
10+	93	6	6,561

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

- ◆ **Income** - The proportion of employees who received a payslip rose as income rose. The proportion of employees in the lowest income band who received a payslip was 77%; the proportion had risen to 88% by the fourth income band and to 98% of employees in the highest income band. See table 4.3.

**Table 4.3 Percentage of employees aged 15 years and over who received a regular payslip, by income band, December 2007 to February 2008**

	% of employees		
	Payslip regularly received <sup>1</sup>		unweighted sample
	Yes	No	
All Employees	91	8	7,603
Weekly Income <sup>2</sup>			
€0-€160	77	23	551
€161-€250	84	15	671
€251-€300	90	10	435
€301-€340	88	12	428
€341-€390	94	6	523
€391-€450	93	7	838
€451-€500	93	6	523
€501-€600	94	6	822
€601-€720	96	3	744
€721+	98	2	886

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

<sup>2</sup> Not all employees provided information on their income

### Receipt of a contract on commencement of employment:

The Terms of Employment (Information) Act 1994 provides that an employer must issue their employees with a written statement of terms and conditions relating to their employment within two months of commencing employment.

Only employees who began their current job in the last 2 years were asked whether they received a written statement of terms and conditions on commencement of their current job.

Overall just under two thirds of employees who had commenced their employment in the previous 2 years (65%) reported that they received a contract from their employer. A further 31% said they did not receive a contract while 4% of employees stated that they did not know if they received a contract. See table 4.4.

Among employees who commenced their employment in the previous two years, the most notable variations in the proportion of respondents reporting receiving a contract were:

**Highest education level attained** – Less than half (48%) of employees with a highest level of education of primary school or less reported receiving a contract when they began their current job compared with 79% of those with a third level qualification. See table 4.4 and figure 4b.

**Table 4.4 Receipt of contract by employees who commenced their employment in the previous two years by characteristics of the employee, December 2007 - February 2008**

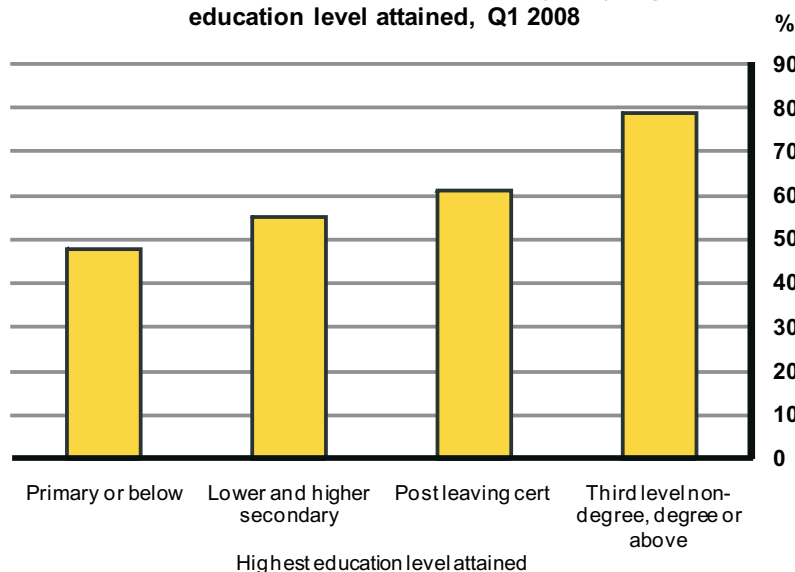
*% of employees who began their current job in the last 2 years*

	Contract received from employer <sup>1</sup>			unweighted sample
	Yes	No	Don't know	
<b>All Employees</b>	<b>65</b>	<b>31</b>	<b>4</b>	<b>2,065</b>
<b>Sex</b>				
Male	64	31	4	824
Female	65	31	3	1,241
<b>Age group</b>				
15-19	50	47	2	125
20-24	66	31	3	407
25-44	68	28	4	1,189
45-59	60	34	5	298
60-64	[46]	[46]	[8]	31
65+	*	*	*	15
<b>Nationality</b>				
Irish nationals	64	33	2	1,488
Non-Irish nationals	66	27	6	577
<i>of which:</i>				
EU15 to EU27 States	61	30	8	346
Other	73	23	3	231
<b>Highest education level attained</b>				
Primary or below	48	46	4	119
Lower and higher secondary	55	41	4	847
Post leaving cert	61	33	5	193
Third level non-degree, degree or above	79	18	2	799

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

Figures in parentheses [ ] indicate percentages based on small numbers, and are, therefore, subject to a wide margin of error.

**Figure 4b Percentage of employees aged 15 and over who began their current job in the previous two years that received a contract from their employer by highest education level attained, Q1 2008**



- ◆ **Economic sector** – Less than half of employees in the *Construction* (44%) and *Hotels and restaurants* (48%) sectors reported receiving a contract compared with over nine in ten employees in the *Public administration and defence* sector (93%). See table 4.5
- ◆ **Organisation size** – Over two thirds of employees (68%) in larger organisations reported receiving a written contract compared with 43% of employees in smaller organisations. See table 4.5
- ◆ **Full-time/part-time** – 71% of full-time employees reported receiving a contract compared with half of part-time employees. See table 4.5
- ◆ **Occupation** – Over 80% of employees in the *Associate professional and technical* (84%), *Professional* (81%) and *Managers and administrators* (81%) categories reported receiving a contract compared with half or less in the *Plant and machine operatives* (47%) and *Craft and related* (50%) categories. See table 4.5
- ◆ **Job tenure** - 44% of employees who described their job as not permanent in some way received a contract compared with two thirds or more of employees who were permanent (67%) or on a rolling contract (70%). See table 4.5.

**Table 4.5 Receipt of contract by employees who commenced their employment in the previous two years by characteristics of the employment, December 2007 - February 2008**

% of employees who began their current job in the last 2 years				
	Contract received from employer <sup>1</sup>			unweighted sample
	Yes	No	Don't know	
<b>All Employees</b>	<b>66</b>	<b>31</b>	<b>4</b>	<b>2,065</b>
<b>Employment status</b>				
full-time	71	25	4	1,367
part-time	50	46	3	698
<b>NACE Economic Sector</b>				
A-B Agriculture, forestry and fishing	*	*	*	17
C-E Other production industries	68	28	4	241
F Construction	44	51	4	176
G Wholesale and retail trade	61	34	4	406
H Hotels and restaurants	48	48	3	245
I Transport, storage and communication	69	31	0	77
J-K Financial and other business services	84	11	3	315
L Public administration and defence	[93]	[6]	[2]	50
M Education	67	31	2	147
N Health	77	18	5	266
O-Q Other services	52	44	3	125
<b>Broad occupational group</b>				
1. Managers and administrators	81	17	2	180
2. Professional	81	17	1	225
3. Associate professional and technical	84	10	4	177
4. Clerical and secretarial	72	24	3	295
5. Craft and related	50	45	4	151
6. Personal and protective service	55	41	4	357
7. Sales	61	36	4	314
8. Plant and machine operatives	47	46	6	137
9. Other	52	41	6	229
<b>Job tenure</b>				
Permanent job	67	29	4	1,661
Contract job with continuous rollover	70	29	1	151
Not a permanent job in some way	44	52	4	231
<b>Unit size</b>				
1-10	43	53	5	323
10+	68	28	3	1,742

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

Figures in parentheses [ ] indicate percentages based on small numbers, and are, therefore, subject to a wide margin of error.



- ◆ **Income** – As with other indicators in this report the receipt of a contract increased with income with 44% of employees in the lowest income band reporting receipt of a written contract compared with 84% of employees in the highest income band. See table 4.6 and figure 4c.

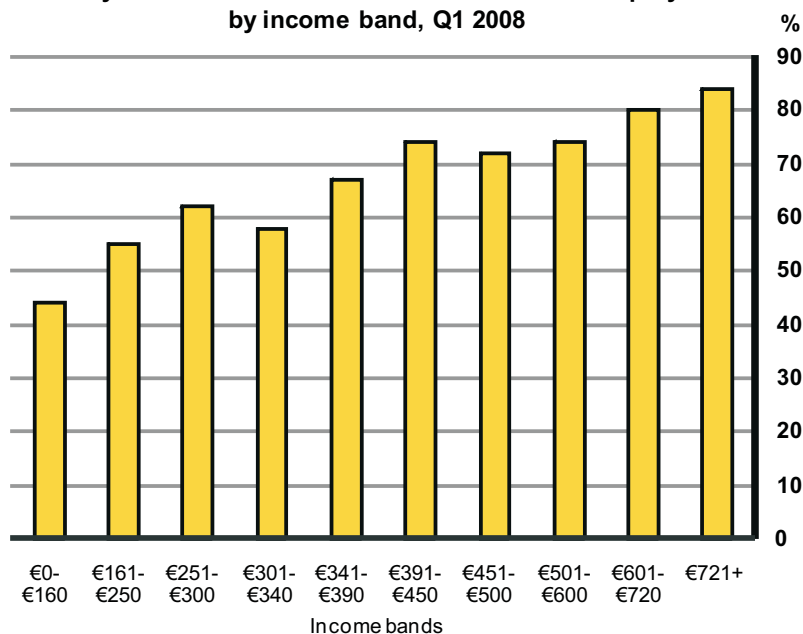
**Table 4.6 Receipt of contract by employees who commenced their employment in the previous two years by income band, December 2007 - February 2008**

	% of employees who began current job in last 2 years			
	Contract received from employer <sup>1</sup>			unweighted sample
	Yes	No	Don't know	
All Employees	66	31	3	1,828
Weekly Income <sup>2</sup>				
€0-€160	44	53	1	250
€161-€250	55	43	2	275
€251-€300	62	34	4	138
€301-€340	58	33	9	158
€341-€390	67	27	5	190
€391-€450	74	24	2	258
€451-€500	72	28	0	134
€501-€600	74	24	1	188
€601-€720	80	19	1	118
€721+	84	15	1	119

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

<sup>2</sup> Not all employees provided information on their income

**Figure 4c Percentage of employees aged 15 years and over who commenced their current job in the previous two years who received a contract from their employer by income band, Q1 2008**



## How well employees know their employment rights under Irish Law

Employees were asked how well they understood their rights under Irish employment law. The response categories were:

- ▼ No understanding
- ▼ Understand a little
- ▼ Understand a lot

Overall, 90% of employees stated that they had at least a little understanding and 42% said they understood a lot in relation to their employment rights. Just 8% of employees stated that they had no understanding. See table 4.7.

- ◆ **Nationality** – Approximately one in fourteen Irish national employees (7%) stated they had no knowledge of Irish employment law compared with 17% of non-Irish national employees. See table 4.7.

**Table 4.7 Level of understanding of rights under Irish employment law by characteristics of the employee, December 2007 - February 2008**

% of employees				
	Understood rights under Irish employment law <sup>1</sup>			unweighted sample
	Yes (a little)	Yes (a lot)	No	
All Employees	48	42	8	7,603
Sex				
Male	47	44	8	2,998
Female	50	40	9	4,605
Age group				
15-19	64	22	14	146
20-24	54	34	11	621
25-44	48	43	8	4,077
45-59	44	48	7	2,304
60-64	45	45	9	336
65+	50	41	8	119
Nationality				
Irish nationals	47	46	7	6,569
Non-Irish nationals	55	26	17	1,034
of which:				
EU15 to EU27 States	57	24	17	505
Other	52	28	18	529
Highest education level attained				
Primary or below	57	29	14	615
Lower and higher secondary	52	38	10	3,087
Post leaving cert	53	37	9	784
Third level non-degree, degree or above	42	52	5	2,909

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

- ◆ **Occupation** – The highest proportion of employees reporting no understanding of their rights under Irish employment law were in the *Other* (16%), *Craft and related* (12%), *Personal and protective services* (12%), *Plant and machine operatives* (11%) and *Sales* (10%) categories. This compares with 4% of those in the *Managers and administrators* and *Professional* categories and 5% in the remaining two categories. See table 4.8.

**Table 4.8 Level of understanding of rights under Irish employment law by characteristics of the employment, December 2007 - February 2008**

% of employees				
	Understood rights under Irish employment law <sup>1</sup>			unweighted sample
	Yes (a little)	Yes (a lot)	No	
<b>All Employees</b>	48	42	8	7,603
<b>Employment status</b>				
full-time	46	45	8	5,526
part-time	55	32	12	2,077
<b>NACE Economic Sector</b>				
A-B Agriculture, forestry and fishing	51	26	22	71
C-E Other production industries	50	42	7	1,061
F Construction	52	36	11	554
G Wholesale and retail trade	53	36	10	1,100
H Hotels and restaurants	54	29	16	516
I Transport, storage and communication	50	42	7	400
J-K Financial and other business services	41	51	7	1,036
L Public administration and defence	39	58	3	527
M Education	40	54	6	786
N Health	52	40	7	1,188
O-Q Other services	52	35	12	364
<b>Broad occupational group</b>				
1. Managers and administrators	36	59	4	767
2. Professional	37	59	4	997
3. Associate professional and technical	46	47	5	811
4. Clerical and secretarial	50	44	5	1,206
5. Craft and related	53	34	12	588
6. Personal and protective service	52	35	12	1,130
7. Sales	58	31	10	736
8. Plant and machine operatives	52	37	11	594
9. Other	53	30	16	774
<b>Number of years in current job</b>				
0-4	51	37	11	3,232
5-14	48	44	7	2,654
15-24	43	51	5	874
25+	38	58	4	821
<b>Job tenure</b>				
Permanent job	48	43	8	6,944
Contract job with continuous rollover	59	28	13	231
Not a permanent job in some way	59	28	14	301
<b>Unit size</b>				
1-10	53	35	11	1,042
10+	48	43	8	6,561

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

- ♦ **Income** – Again, income showed a strong relationship to the level of understanding reported by respondents with 17% of employees in the lowest income band stating they had no knowledge of Irish employment law falling to just 4% of those in the highest income band. Furthermore the proportion of employees reporting that they understood a lot in relation to Irish employment law rose significantly with income, rising from 21% in the lowest income band to 67% in the highest income band. See table 4.9 and figure 4d.

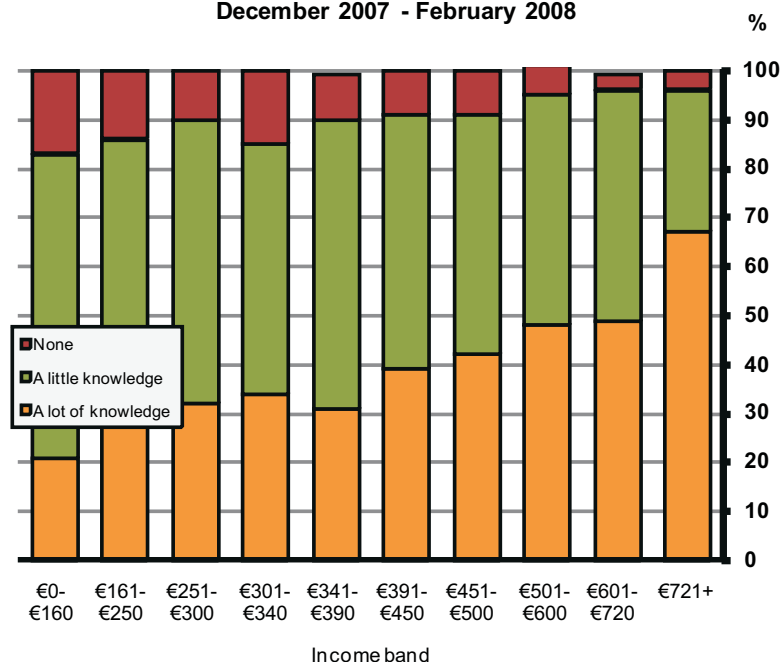
**Table 4.9 Level of understanding of rights of Irish employment law by employees and income band, December 2007 - February 2008**

	% of employees			
	Understood rights under Irish employment law <sup>1</sup>			
	Yes (a little)	Yes (a lot)	No	unweighted sample
All Employees	48	42	8	7,603
Weekly Income <sup>2</sup>				
€0-€160	62	21	17	551
€161-€250	55	31	14	671
€251-€300	58	32	10	435
€301-€340	51	34	15	428
€341-€390	59	31	9	523
€391-€450	52	39	9	838
€451-€500	49	42	9	523
€501-€600	47	48	6	822
€601-€720	47	49	3	744
€721+	29	67	4	886

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

<sup>2</sup> Not all employees provided information on their income

**Figure 4d Level of understanding of rights under Irish employment law by employees and income band, December 2007 - February 2008**



## Logistic regression results

As with other sections of this report a logistic regression model was used to identify those factors independently associated with the likelihood of the outcome in question. Income, occupation and highest level of education attained were found to be factors in relation to all three of the issues (receipt of a payslip, receipt of a contract and knowledge of employment law). Economic sector and unit size also showed up as factors in the case of receipt of a payslip and receipt of a contract but not knowledge of employment law. However, nationality was a factor in the level of knowledge of employment law while it was not a factor in the other two issues covered. Further details of the regression results are presented in the annex to this report.

## Chapter 5

### Job Security

To establish employees' sense of security in their employment employees were asked if they expected to be in their current employment in six months time. In addition those who answered no to this question were asked under what circumstances they expected to stop working for their current employment with the following response categories:

- ▼ Voluntary termination/resignation
- ▼ Compulsory termination by your employer
- ▼ Other

#### Whether employee would be in current job in 6 months time

Overall just 7% of employees indicated that they did not expect to be in their current employment six months after the date of interview. A further 7% stated that they did not know if they would be in their employment 6 months after interview with the remaining 86% of employees stating that they expected to still be in their current employment. *See table 5.1 and figure 5a.*

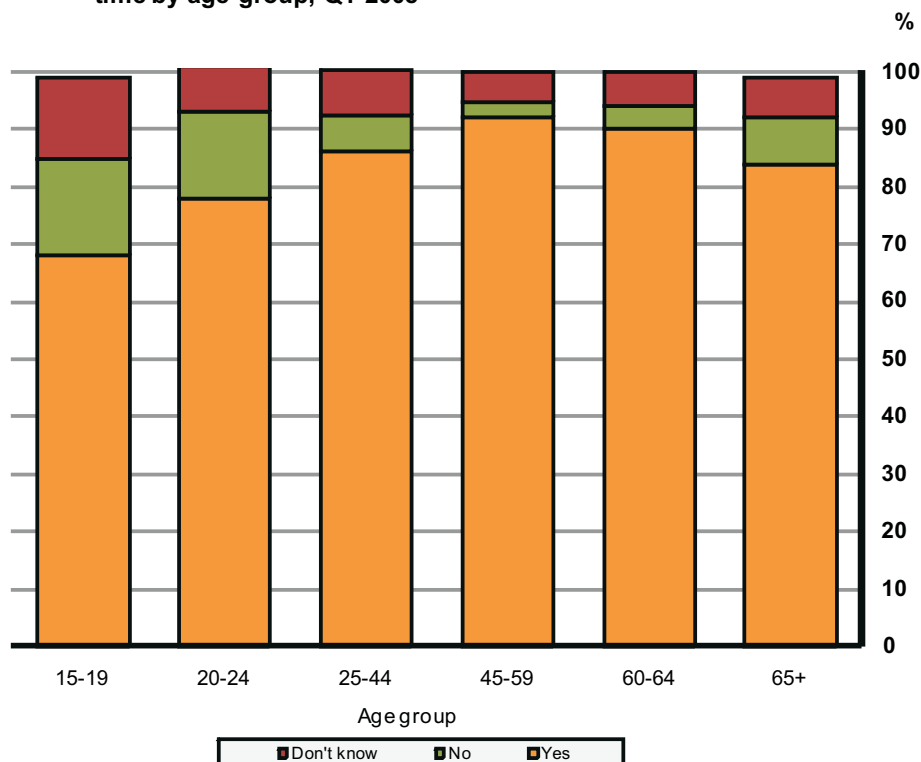
- ◆ The proportion of younger employees that expected not to be in their current job in six months time was higher than for older employees (17% of employees aged 15-19 and 15% for those aged 20-24 compared with 8% or less for all other age groups)
- ◆ A higher proportion of non-Irish nationals did not expect to be in their current job in six months time (10% compared with 6% of Irish nationals).

**Table 5.1 Expectation of remaining in current job 6 months after interview by characteristics of the employee, December 2007 - February 2008**

% of employees				
	Expected to be in current job in 6 months time <sup>1</sup>			unweighted sample
	Yes	No	Don't know	
All Employees	86	7	7	7,603
Sex				
Male	86	7	8	2,998
Female	86	7	7	4,605
Age group				
15-19	68	17	14	146
20-24	78	15	8	621
25-44	86	6	8	4,077
45-59	92	3	5	2,304
60-64	90	4	6	336
65+	84	8	7	119
Nationality				
Irish nationals	88	6	6	6,569
Non-Irish nationals	77	10	13	1,034
of which:				
EU15 to EU27 States	75	10	15	505
Other	79	10	10	529
Highest education level attained				
Primary or below	87	5	9	615
Lower and higher secondary	85	7	8	3,087
Post leaving cert	88	4	7	784
Third level non-degree, degree or above	87	8	5	2,909

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

**Figure 5a Percentage of employees aged 15 years and over by whether they expected to be in their current jobs in six months time by age group, Q1 2008**



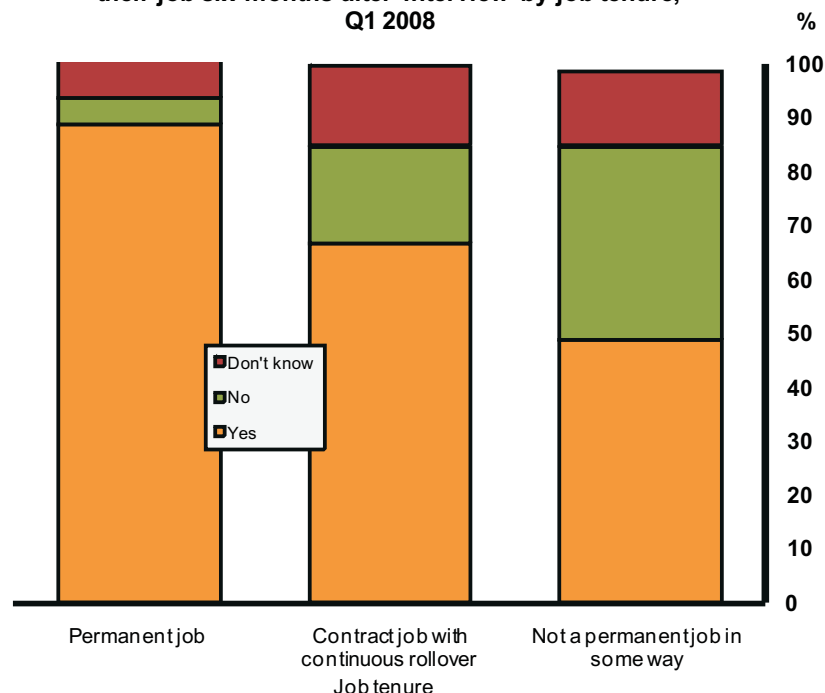
As would be expected job tenure showed a significant relationship to employees' expectation of remaining in their job. Just 5% of employees whose current job was permanent did not expect to be in their current job in six months compared with 18% of employees on a contract with continuous rollover and 36% of employees who described their current employment as not being permanent in some way. See table 5.2 and figure 5b.

- ◆ Nearly all employees in their current job for twenty five or more years (96%) believed they would be in their current employment in six months compared with 79% of those in their current job for four years or less.
- ◆ 88% of full-time employees felt they would be in their current job in 6 months time compared with 79% of part-time employees.

Variation could be seen across sectors of employment with employees in the *Hotels and restaurants* sector having clearly the highest proportion of employees expecting not to be in their current job in six months (12% compared with 7% of employees overall). However regression results indicate that sector of employment was not independently associated with the likelihood of an employee expecting not to be in their current job in six months. As such the higher figure in *Hotels and restaurants* can be attributed to the other characteristics of employment associated with the sector, for example a lower proportion of permanent jobs and a higher proportion of younger employees etc.

Income was not a factor in determining whether an employee felt they would be in their current job in six months time.

**Figure 5b Expectation of employees of remaining in their job six months after interview by job tenure, Q1 2008**



**Table 5.2 Expectation of remaining in current job 6 months after interview by characteristics of the employment, December 2007 - February 2008**

% of employees				
Expected to be in current job in 6 months time <sup>1</sup>				unweighted sample
Yes	No	Don't know		
All Employees	86	7	7	7,603
Employment status				
full-time	88	6	6	5,526
part-time	79	11	10	2,077
NACE Economic Sector				
A-B Agriculture, forestry and fishing	93	3	4	71
C-E Other production industries	87	5	8	1,061
F Construction	82	6	12	554
G Wholesale and retail trade	83	9	8	1,100
H Hotels and restaurants	75	12	13	516
I Transport, storage and communication	90	5	5	400
J-K Financial and other business services	86	8	6	1,036
L Public administration and defence	94	3	2	527
M Education	90	6	4	786
N Health	89	5	6	1,188
O-Q Other services	84	8	8	364
Broad occupational group				
1. Managers and administrators	91	6	4	767
2. Professional	89	7	4	997
3. Associate professional and technical	89	5	5	811
4. Clerical and secretarial	89	6	6	1,206
5. Craft and related	86	6	8	588
6. Personal and protective service	85	6	9	1,130
7. Sales	76	13	10	736
8. Plant and machine operatives	84	5	11	594
9. Other	81	8	11	774
Number of years in current job				
0-4	79	11	10	3,232
5-14	92	3	5	2,654
15-24	95	2	4	874
25+	96	1	2	821
Job tenure				
Permanent job	89	5	7	6,944
Contract job with continuous rollover	67	18	15	231
Not a permanent job in some way	49	36	14	301
Unit size				
1-10	84	7	9	1,042
10+	86	7	7	6,561

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated



As shown by regression results the main factors that determined whether an employee felt they would not be in their current job in the following 6 months were:

- ▼ Job tenure
- ▼ Number of years in their current job
- ▼ Age
- ▼ Employment status
- ▼ Sex
- ▼ Education level attained

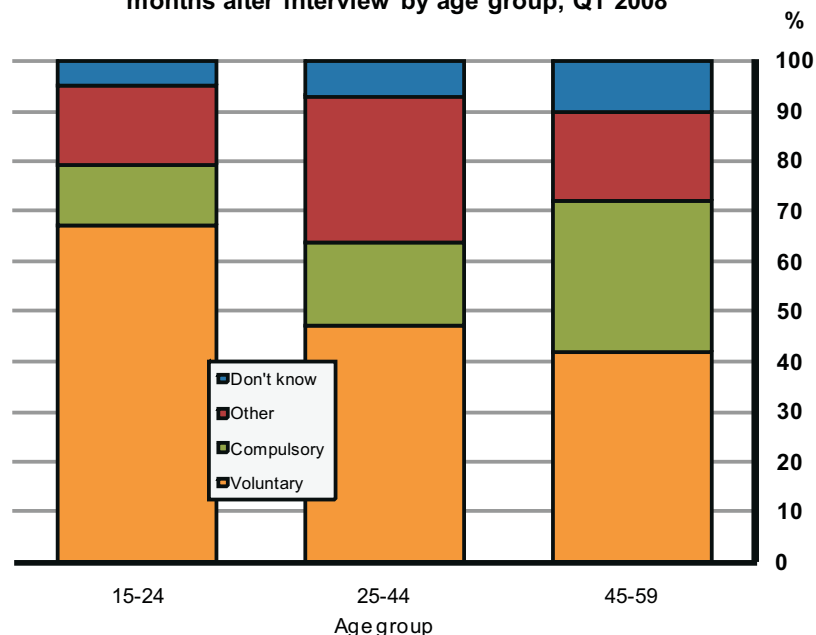
### Reason for leaving current job

Those who did not expect to be in their job in 6 months time were asked by what means they expected their employment to end. Of the 7% of employees who did not expect to be in their job in 6 months time, 4% expected this to be due to voluntary resignation from their employment. Just 1% expected their employment to end due to a compulsory termination by their employer and 2% stated the reason as 'other'. See table 5.3.

Of those who did not expect to be in their employment in six months time:

- ◆ Younger employees were more likely to expect not to be in their current job due to a voluntary resignation (12% of 15-19 year olds and 10% of 20-24 year olds compared with 4% or less of employees in all other age groups). See table 5.3.

**Figure 5c Expected reason for end of employment of employees who did not expect to be in their job six months after interview by age group, Q1 2008**



**Table 5.3 Expected reason for end of employment by characteristics of the employee,  
December 2007 - February 2008**

	% of employees						
	Reason why employees expected						
	not to be in their current job in six months time <sup>1</sup>						
	Voluntary resignation or termination	Compulsory termination by employer	Other	Don't know	Expected to be in current job in 6 months time	Don't know	unweighted sample
<b>All Employees</b>	4	1	2	0	86	7	7,603
<b>Sex</b>							
Male	4	1	2	0	86	7	2,998
Female	4	1	2	0	87	6	4,605
<b>Age group</b>							
15-19	12	2	3	0	68	14	146
20-24	10	2	2	1	78	7	621
25-44	3	1	2	0	87	7	4,077
45-59	1	1	1	0	93	4	2,304
60-64	1	0	2	0	91	5	336
65+	4	2	1	1	84	7	119
<b>Nationality</b>							
Irish nationals	3	1	1	0	88	6	6,569
Non-Irish nationals	5	1	3	1	78	12	1,034
of which:							
EU15 to EU27 States	6	2	2	1	76	14	505
Other	5	1	3	1	80	9	529
<b>Highest education level attained</b>							
Primary or below	1	1	2	1	87	8	615
Lower and higher secondary	4	1	2	0	85	8	3,087
Post leaving cert	2	1	2	0	89	7	784
Third level non-degree, degree or above	4	1	2	1	88	5	2,909

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated

- ◆ The proportion of employees in permanent jobs who believed they would not be in their current job in six months time due to a voluntary resignation was 3%, the proportion doubles to 6% for employees described as having a contract job with continuous rollover and more than doubles again to 14% of employees who describe their job as not permanent in some way. *See table 5.4*
- ◆ In contrast, no employees with a permanent job expected to end their employment by compulsory termination compared with 5% of contract employees and 10% of those whose employment was not permanent in some way. *See table 5.4*
- ◆ The proportion of employees in any economic sector that believed they would not be in their current job in six months time due to a compulsory termination was very low, the highest being in *Agriculture, forestry and fishing* (3%), *Construction* (2%) and *Education* (2%). *See table 5.4*
- ◆ The proportion of employees who believed they would not be in their current employment in six months time due to a voluntary resignation varied across the economic sectors with 9% of employees in *Hotels and restaurants*, 6% in *Wholesale and retail trade*, 5% in *Financial and other business services*, 4% in *Other services* and 2% or less in all other sectors expecting their employment to end for this reason. *See table 5.4*

Results of regression models on the issues covered in this section are presented in the annex to this report.

**Table 5.4 Expected reason for end of employment by characteristics of the employment,  
December 2007 - February 2008**

	Reason why employees did not expect to be in their current job in six months time <sup>1</sup>						% of employees	
	Voluntary resignation or termination	Compulsory termination by employer	Other	Don't know	Expected to be in their current job in 6 months time	Don't know	unweighted sample	
<b>All Employees</b>	4	1	2	0	86	7	7,603	
<b>Employment status</b>								
full-time	3	1	1	0	89	6	5,526	
part-time	7	2	2	1	79	10	2,077	
<b>NACE Economic Sector</b>								
A-B Agriculture, forestry and fishing	1	3	0	0	94	3	71	
C-E Other production industries	2	2	1	0	87	7	1,061	
F Construction	2	2	2	0	84	10	554	
G Wholesale and retail trade	6	1	1	0	83	8	1,100	
H Hotels and restaurants	9	0	2	1	75	12	516	
I Transport, storage and communication	3	1	1	0	90	5	400	
J-K Financial and other business services	5	1	2	1	86	6	1,036	
L Public administration and defence	1	1	2	0	95	2	527	
M Education	1	2	2	1	90	4	786	
N Health	2	1	2	0	90	5	1,188	
O-Q Other services	4	1	3	1	85	7	364	
<b>Broad occupational group</b>								
1. Managers and administrators	4	1	1	0	91	3	767	
2. Professional	3	2	2	0	89	3	997	
3. Associate professional and technical	3	1	2	0	90	5	811	
4. Clerical and secretarial	3	1	2	0	90	5	1,206	
5. Craft and related	2	2	2	0	87	7	588	
6. Personal and protective service	4	0	2	0	85	8	1,130	
7. Sales	10	1	2	1	77	10	736	
8. Plant and machine operatives	3	1	1	0	85	10	594	
9. Other	3	2	2	1	82	10	774	
<b>Number of years in current job</b>								
0-4	6	2	3	1	79	10	3,232	
5-14	1	1	1	0	92	5	2,654	
15-24	1	0	1	0	95	3	874	
25+	1	0	0	0	97	2	821	
<b>Job tenure</b>								
Permanent job	3	0	1	0	89	6	6,944	
Contract job with continuous rollover	6	5	5	2	67	15	231	
Not a permanent job in some way	14	10	9	3	49	14	301	
<b>Unit size</b>								
1-10	4	1	1	1	85	8	1,042	
10+	4	1	2	0	87	6	6,561	

<sup>1</sup> The row may not add to 100 due to rounding and excluding a small number of "don't know" or not stated



## Appendix 1:

### Background Notes

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#### Reference period

The questions on working conditions were included in the Quarterly National Household Survey (QNHS) in the three months from December 2007 to February 2008 (Quarter 1 2008).

#### Purpose of survey

While the primary purpose of the QNHS is to collect information on employment and unemployment, it also includes modules on social topics of interest. This module was requested by, and developed in consultation with, the social partners.

#### Questionnaire

The working conditions module was asked of all persons aged 15 years and over who were employees as defined by International Labour Organisation (ILO) across three waves of the QNHS sample who were participating directly in the survey. Percentages in this release have been calculated with respect to all such persons. The topics covered included:

- whether the employee had certain benefits or working conditions available to them in their workplace.
- whether they received a regular payslip, training and or a contract.
- whether they expected to be in their employment in six months time and if not for what reason.

The results in this release are based on the working conditions questionnaire, a copy of which is available in appendix 2 of this report and on the CSO website [www.cso.ie](http://www.cso.ie).

#### Grossing effect

The QNHS grossing procedure aligns the distribution of persons covered in the survey with independently determined population estimates at the level of sex, five-year age group and region.

Given the working condition questions were asked to a sub-sample (only employees) of the overall QNHS sample, the grossing factors applied in the derivation of the working conditions module differ from those that were used in the preparation of the main QNHS estimates. For example, in the case of working conditions additional control totals regarding numbers of persons in employment were used. While this could cause some divergence between overall population totals estimated for the working conditions questions and those estimated for the QNHS, the effect on the percentages presented in this report are minimal.

#### Sample design and Weighting

See CSO website for detailed information on both sample design and weighting for the QNHS.

#### Respondents to the survey

The working conditions questions were only asked of persons who were in employment as an employee (i.e. self employed persons were not asked). In addition only direct respondents to the survey were asked. In the QNHS information for some individuals are collected by proxy from another member of the household if the person is not directly available at the time of interview. These proxy respondents were excluded from the working conditions module.

### Note on Tables

The row or column percentages in tables may not add to 100% due to rounding and the exclusion of a small number of don't know or not stated responses.

### Note on income bands

Within the QNHS questionnaire respondents who indicate that they are employees are asked to indicate which of ten pre-defined income bands their employee income falls into.

Respondents are initially asked the frequency of their pay. According to the frequency of pay the respondent is then asked (with regard to their most recently received pay packet) which band their income falls into. Income in this case is after the deduction of PRSI but before other deductions such as union subscriptions, health insurance deductions etc. Regular overtime, tips and commission are included in income for this purpose.

The income bands chosen are based on income deciles derived from the Survey on Income and Living Conditions which collects detailed information on income. However, as the income bands are pre-defined for the QNHS it is not guaranteed that ten percent of employees will fall in each income band and as such they are not income deciles for the purposes of the results presented here. In Q1 2008 the weekly income bands used were:

1. €0 - €160
2. €161 - €250
3. €251 - €300
4. €301 - €340
5. €341 - €390
6. €391 - €450
7. €451 - €500
8. €501 - €600
9. €601 - €720
10. €721+

Equivalent fortnightly and monthly income bands were presented for respondents paid at those frequencies such that if a respondent was in band 1 on a weekly basis they would also be in band 1 on a fortnightly or monthly basis, etc. For presentation purposes weekly income bands are presented in this report.

### Note on the working arrangement - paid holidays

All employees were asked whether their employer provided them with any of the following working arrangements;

- Paid sick leave,
- Career breaks,
- Flexible work arrangements (e.g. part-time, parental leave, term time, work from home),
- Paid leave to attend job-related course/training

In addition respondents were asked to indicate if they received paid holidays. Analysis has indicated that there was some confusion on the meaning of this question and as such results are considered to be unreliable. Therefore this specific arrangement has not been included in this report.

### Statistical significance

All estimates based on sample surveys are subject to error, some of which is measurable. Where an estimate is statistically significantly different from another estimate it means that we can be 95% confident that differences between those two estimates are not due to sampling error. Unless otherwise stated, changes and differences mentioned in the text have been found to be statistically significant at the 95% confidence level.

## ILO Labour Force Classification

The primary classification used for the QNHS results is the ILO (International Labour Office) labour force classification. The ILO classification distinguishes persons in employment as: Persons who worked in the week before the survey for one hour or more for payment or profit, including work on the family farm or business and all persons who had a job but were not at work because of illness, holidays etc. in the week.

## Highest level of education attained

This classification is derived from a single question and refers to educational standards that have been attained and can be compared in some measurable way.

## Occupations

The classification system used is based on the UK Standard Occupational Classification (SOC) with some modifications to reflect the Irish labour market. This Classification was also used in the 2002 and 1996 Census of Population and has replaced the previous Census and Labour Force Survey occupations classification.

## Fulltime / Parttime

Whether a respondent is described as fulltime or parttime is self determined. Their answer to the following question is used not the number of hours they work

*“Thinking about the hours of work in the job, would you describe it as full-time or part-time?”*

## NACE Industrial Classification

The sectoral employment figures are based on the EU NACE Rev 1.1 (Nomenclature generale des activites economique dans les Communautés europeennes) classifications as defined in Council Regulation (EEC) No. 3037/90. Eleven NACE sub categories are distinguished.

## Permanency

The job tenure of a person's employment is determined from the following question.

*“Is the job a permanent one (leaving aside your own intentions)?*

- 1. Yes -a permanent job*
- 2. No – a contract job with continuous rollover*
- 3. No – not permanent in some way”*

## QNHS Social Modules

While the main purpose of the QNHS is the production of quarterly labour force estimates, there is also a provision for the collection of data on social topics through the inclusion of special survey modules. The selection of the major national modules undertaken to date has been largely based on the results of a canvas of users (over 100 organisations) that was conducted by the CSO in 1996, 2002 and most recently 2006. The results of the canvas are presented to the National Statistics Board and they are asked to indicate their priorities for the years ahead.

The schedule for social modules in any given year is based on the following structure:

<b>Quarter 1</b>	Annual modules update (Disability, Pensions, Childcare, Accidents and Illness), Information, Communication and Technology (ICT) Survey.
<b>Quarter 2</b>	EU module (always covered under EU legislation).
<b>Quarter 3</b>	National module.
<b>Quarter 4</b>	National module.

The table below outlines the most recent social modules published to date in the QNHS

<b>Reference</b>	
<b>Quarter</b>	<b>Social module</b>
Q2 2009	Cross-Border Shopping
Q2 2008	Educational Attainment
Q1 2008	ICT Household survey (as part of the Information Society and Telecommunications 2008 publication)
Q1 2008	Pension Provision
Q4 2007	Childcare
Q3 2007	Health
Q2 2007	Educational Attainment
Q2 2007	Union Membership
Q1 2007	Work –related Accidents and Illness (Q1 2003-Q1 2007)
Q1 2007	ICT Household survey (as part of the Information Society and Telecommunications 2007 publication)
Q4 2006	Crime and Victimisation
Q3 2006	Sport and physical exercise
Q3 2006	Social Capital as part of Community Involvement and Social Networks 2006
Q1 2006	ICT Household survey (as part of the Information Society and Telecommunications 2006 publication)
Q4 2005	Pension provision
Q4 2005	Special Saving Incentive Accounts (SSIAs)
Q3 2005	ICT household survey
Q3 2005	Recycling and energy conservation
Q2 2005	Reconciliation between work and family life
Q4 2004	Equality
Q1 2005	Childcare
Q3 2004	ICT household survey
Q2 2004	Union Membership
Q2 2004	Work organisation and working time
Q4 2003	Crime and Victimisation
Q3 2003	Housing
Q3 2003	ICT household survey
Q2 2003	Life long learning

Social modules yet to be published:

<b>Reference</b>	
<b>Quarter</b>	<b>Social module</b>
Q3 2008	Lifelong Learning
Q4 2008	Travel to Work
Q1 2009	ICT Household Survey
Q1 2009	Accidents and Illness Module
Q2 2009	Entry of Young People into the Labour Market
Q3 2009	Caring
Q4 2009	Pension Provision



### Note on Logistic Regression

Logistic regression was performed across a number of the aspects of working conditions covered in the module. The results were used to help better understand what are the socio-economic factors that influence the likelihood of an employee having better working conditions.

For the purposes of the regression a base set of characteristics must be chosen. These were chosen based on assumptions to indicate a higher possibility of having better working conditions. In this case the base characteristics were:

- Sex: Male
- Age: 45-60
- Nationality: Irish
- Highest Education Attained: Third level non degree, degree or above
- Employee status: Full time
- Economic Sector: Public Administration and defence
- Occupation: Professional
- No. of years in job: 15-25 years
- Permanent Job: Yes
- Unit size: larger than 10 employees
- Income: €721+ per week

The results of the regression models are shown within the table below. In this case yes indicates that the particular characteristic was significant for the variable which was the subject of the model. R-square values are presented in the last row of the table. It can be seen that different levels of fit were achieved for different models and in some cases relatively low r-square values were achieved indicating that there are significant other factors influencing the dependent variable in question which were not measured in this case. However, low r-square values are often a feature of models on social topics and do not invalidate the results of the model in terms of the significant relationships identified.

	Employer provides at least one of the listed benefits	Employer provides at least one of the listed working arrangements	Payslip regularly received	Contract received from employer	Understood rights under Irish employment law	Expected to be in current job in 6 months time	Reason why not in current job in 6 months time	
							Voluntary	Compulsory
Sex	No	Yes	No	No	No	Yes	No	No
Age group	Yes	No	No	No	No	Yes	Yes	No
Nationality	Yes	Yes	No	No	Yes	Yes	No	No
Highest education level attained	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Employment status	Yes	No	No	Yes	No	No	Yes	No
NACE Economic Sector	Yes	Yes	Yes	Yes	No	Yes	Yes	No
Broad occupational group	Yes	Yes	Yes	Yes	No	No	No	No
Number of years in current job	Yes	Yes	No	N/a	No	Yes	Yes	No
Permanent Job	Yes	Yes	No	Yes	No	Yes	Yes	Yes
Unit size	Yes	Yes	Yes	Yes	No	No	No	No
Income	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Proxy R square	0.4865	0.3861	0.2428	0.2623	0.1069	0.1849	0.1506	0.3616

Further information on the regression models and their results are available on request from the CSO. Please contact Stephanie Collins by email at [Stephanie.Collins@csso.ie](mailto:Stephanie.Collins@csso.ie) or 021-4535123.

### Further information

The following information on Labour Market statistics is available on the CSO website [www.cso.ie](http://www.cso.ie)

- a full set of revised time series tables;
- further data in relation to all QNHS social modules;
- methodology details and questionnaires.



## Appendix 2:

### Questionnaire

#### Module on Working Conditions Q1 2008

The following questions were asked of all direct respondents, aged 15 years and over, who were in employment and indicated their employment status as “employee”

If respondent is in employment, answering directly, aged 15 or over and not self-employed

#### AGENCY:

Did you use a recruitment/employment agency, either in Ireland or abroad, to find your current job?

1. Yes
2. No
3. Don't know

If AGENCY = 1 then ask NAME

#### NAME:

Could you tell me the name of the agency

---

If AGENCY = 1 then ask WAGES

#### WAGES:

Are your wages paid to you by this agency?

1. Yes
2. No
3. Don't know

### **BENEFITS:**

Does your employer pay for /provide any of the following benefits for you?

1. Pensions or pension contribution
2. Creche/childcare or subsidy
3. Medical plan – insurance, company G.P.
4. None of the above

*Allow multiple responses if option 4 chosen no other option allowed*

### **FLEXIBLE:**

Are any of the following available to you in your current job?

1. Paid sick leave
2. Paid holidays
3. Career breaks
4. Flexible work arrangements (e.g. part-time, parental leave, term time, work from home)
5. Paid leave to attend job-related course/training
6. None of the above

*Allow multiple responses if option 6 chosen no other option allowed*

### **TRAINING:**

During the last 12 months have you received training (other than on-the-job training) that has been paid for or provided by your employer?

1. Yes
2. No
3. Don't know

If TRAINING = 1 then ask TRRAINTYP

### TRAINING:

What type of training have you received?

1. Induction/health & safety short courses
2. Job-related training course of up to one working week duration (includes any short course ranging from 1hr to a full working week)
3. Job-related training course of more than one working week duration
4. None of the above but other

*Allow multiple responses if option 4 chosen no other option allowed*

### PAYSLIP:

Do you receive a regular payslip?

1. Yes
2. No
3. Don't know

### CONTRACT:

If employee began job in 2006 or 2007

Did you receive from your employer a written statement of terms and conditions relating to your employment?

1. Yes
2. No
3. Don't know

### RIGHTS:

How well do you understand your rights under Irish employment law?

1. No understanding
2. Understand a little
3. Understand a lot

### SECURITY:

Do you expect to be still in your current employment in six months time?

1. Yes
2. No
3. Don't know

If SECURITY = 2 then ask REASON

### REASON:

Under what circumstances do you expect to stop working for your current employer?

1. Voluntary termination/resignation
2. Compulsory termination by your employer
3. Other
4. Don't know



