Objectives

- Provision of statistical record on employment:
  - sectoral level
  - occupational level
  - national level
  - regional level
  - composition of employment
- Vacancies
- Unemployment and profile of the unemployed
- Indication of skills shortages
- Sourcing from outside the EEA
– New in this issue

– Occupational classification: change to the new Standard Occupational Classification System (SOC 2010)

• Disadvantages of reclassification: a break in the time series

• Advantages: a more accurate account of occupations, especially of the relatively newer occupations (e.g. IT technical support staff or web designers were not identifiable in the former (SOC 1990) classification system)
The rate of deterioration in the main labour market indicators decelerated compared to 2010 (annual averages)

- Labour force contracted by 25,500 to 2.11 million
- Employment declined by 38,000 to 1.81 million
- Unemployment increased by 12,500 to 304,000
- Labour market participation rate declined to 60.3%
- Employment rate fell by almost one percentage point to 59.2%
- Unemployment rate rose by 0.8 percentage points to 14.4%
- Number of redundancies, while still high, declined in relation to 2010
National labour market: some issues & challenges highlighted

- Issues
  - Emigration persisted - net migration remained negative for the third consecutive year
  - Long term unemployment persisted and increased – the long term unemployment rate reached 8.6% (of the labour force, Q4 2011) – translating into 182,000 out of work or seeking work for 12 months and longer
  - Underemployment (a proxy for under-utilisation of labour) persisted and increased – there were over 140,000 part time underemployed in Q4 2011
National employment: profile in quarter 4 2011

- Of the 1.808 million in employment (Q4 2011):
  - 46.5% female
  - 76.5% work full-time
  - Approx. 36.5% aged less than 35
  - 45% 3rd level graduates
National employment: profile in quarter 4 2011

- Full-time: 76.5%
- Part-time not under-employed: 15.7%
- Part-time under-employed: 7.8%
- Self-employed with paid employees: 0.5%
- Self-employed with no paid employees: 4.8%
- Employees: 83.7%
- Assisting relatives: 11.0%
Employment by sector quarter 4 2011

Numbers employed (000s)

- Wholesale and retail trade: 262.0
- Industry: 239.7
- Health and social work: 238.0
- Education: 143.3
- Accommodation and food services: 113.4
- Construction: 107.6
- Public administration and defence: 102.9
- Financial, insurance and real estate: 102.2
- Other NACE activities: 95.6
- Professional, scientific and technical: 94.0
- Transportation and storage: 91.1
- Agriculture, forestry and fishing: 80.4
- Information and communication: 74.7
- Administrative and support service: 62.8
Employment change by sector:
quarter 4 2010 - quarter 4 2011

Information & communication
Administrative services
Financial & real estate
Health & social work
Accommodation & food service
Industry
Public administration & defence
Wholesale & retail trade
Construction
Other NACE activities
Professional, scientific etc.
Transportation & storage
Agriculture, forestry & fishing
Education

-20%  -15%  -10%  -5%  0%  5%  10%
Employment by broad occupation
Q4 2011

Employment (000s)

- Professional: 335
- Administrative: 218
- Assoc. prof.: 207
- Skilled trades: 203
- Elementary: 195
- Sales: 154
- Operatives: 149
- Service: 143
- Managers: 139
- Farmers: 62
Employment growth by broad occupation: annualised data 2010-2011

Skilled trades
Admin.
Elementary
Professional
Farmers
Managers
Service
Assoc. prof.
Sales
Operatives

-20.0
-15.0
-10.0
-5.0
0.0
5.0
10.0
15.0

0% 2% 4% 6% 8% 10%

000s
%
Regional employment quarter 4 2011

- West: 177
- South-West: 263
- South-East: 186
- Mid-West: 153
- Midland: 100
- Mid-East: 238
- Dublin: 512
- Border: 179
Employment change by region (%): quarter 4 2010 - quarter 4 2011

- Border: -3.1%
- Dublin: -2.6%
- South-East: -1.5%
- West: -1.3%
- Midland: 0.3%
- South-West: 1.9%
- Mid-West: 2.5%
- Mid-East:
## Labour market participation by region

<table>
<thead>
<tr>
<th>Region</th>
<th>Q 4 2011</th>
<th>Percentage point change Q4 2010 - Q4 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Border</td>
<td>53.1%</td>
<td>-1.3</td>
</tr>
<tr>
<td>Dublin</td>
<td>61.9%</td>
<td>-0.7</td>
</tr>
<tr>
<td>Mid-East</td>
<td>65.5%</td>
<td>0.6</td>
</tr>
<tr>
<td>Midland</td>
<td>57.3%</td>
<td>0.6</td>
</tr>
<tr>
<td>Mid-West</td>
<td>62.0%</td>
<td>0.6</td>
</tr>
<tr>
<td>South-East</td>
<td>57.8%</td>
<td>-0.6</td>
</tr>
<tr>
<td>South-West</td>
<td>59.0%</td>
<td>0.1</td>
</tr>
<tr>
<td>West</td>
<td>61.8%</td>
<td>-0.2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>60.2%</td>
<td>-0.2</td>
</tr>
</tbody>
</table>
Job vacancies continue to arise, although at a significantly lower level than at the peak (reached in 2007)

In 2011, the overall number of vacancies advertised through FÁS and Irishjobs.ie was higher than in 2010

Vacancies were most frequent for sales & related, caring, leisure & other service related, elementary occupations, followed by science & engineering professionals, business professionals, administrative occupations, and science & engineering associate professionals

Language skills continue to be important, particularly for sales and customer service roles but also at a professional level (e.g. ICT, engineering, finance)

Third level often pre-requisite; in addition, relevant experience also required
Skill shortages

- Excess supply of labour overall
- Shortages – the magnitude is low
- Shortages
  - With the exception of ICT, remain confined to niche areas
  - Highly skilled, experienced candidates sought
  - Specific skills mix sought - cross-disciplinary skills, spanning a variety of areas
Skill shortages

• ICT (software engineers & developers, DB architects, IT business analysts)
• Engineering (sectors: biotechnology, pharmaceutical, medical device, chemical and food processing industries; roles: chemical, design, production, elect., validation, mechanical)
• Science (R&D, esp. healthcare and green technology related)
• Finance (risk, regulatory compliance, quant. finance)
• Health (medical practitioners, specialist nurses & spec. areas, radiographers)
• Sales (tech. sale, telesales, contact centre roles with languages, online & e-commerce marketing, esp. digital marketing)
• Craft (butchers / deboners)
• Transport (supply chain management)
• Clerical (multilingual accounts, debt collection)
Sourcing from outside the EEA

• Occupations most frequently sourced from outside the EEA (via granting employment permits / green cards):
  – ICT roles (c. 170 permits + c. 235 green cards to ICT professionals)
  – Doctors (c. 270, but likely to be an underestimation)
  – Nurses (c. 130)
  – Chefs (c. 100)
• Of 302,000 unemployed:
  – 67% are male
  – 20% are under 25, 71% 25-54
  – 31% are early school leavers; 22% third level
  – 85% are Irish
  – Almost ¼ were previously employed in construction
  – 22% are skilled trades persons
## Unemployment

<table>
<thead>
<tr>
<th>Labour market segment</th>
<th>UE rate (q4 2011)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males</td>
<td>17.3%</td>
</tr>
<tr>
<td>&lt;25s</td>
<td>29.6%</td>
</tr>
<tr>
<td>Holders of less than upper secondary qualifications</td>
<td>24.7%</td>
</tr>
<tr>
<td>Non-Irish</td>
<td>17.1%</td>
</tr>
<tr>
<td>South-East region</td>
<td>18.9%</td>
</tr>
<tr>
<td>Construction sector</td>
<td>40.2%</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>21%</td>
</tr>
<tr>
<td><strong>National unemployment rate (q4 2011)</strong></td>
<td><strong>14.3%</strong></td>
</tr>
</tbody>
</table>
Unemployment rate by age and education (Q4 2011)

- **Third level or above**
  - 55+: 6%
  - 25-54: 7%
  - <25: 17%

- **Higher secondary or FET**
  - 55+: 10%
  - 25-54: 16%
  - <25: 29%

- **Lower secondary or less**
  - 55+: 14%
  - 25-54: 26%
  - <25: 50%
### Unemployment by region

<table>
<thead>
<tr>
<th>Region</th>
<th>Q4 2011 (000s)</th>
<th>Unemployment rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Border</td>
<td>28.2</td>
<td>13.6%</td>
</tr>
<tr>
<td>Dublin</td>
<td>74.9</td>
<td>12.8%</td>
</tr>
<tr>
<td>Mid-East</td>
<td>33.3</td>
<td>12.3%</td>
</tr>
<tr>
<td>Midlands</td>
<td>22.2</td>
<td>18.1%</td>
</tr>
<tr>
<td>Mid-West</td>
<td>28.4</td>
<td>15.7%</td>
</tr>
<tr>
<td>South-East</td>
<td>43.4</td>
<td>18.9%</td>
</tr>
<tr>
<td>South-West</td>
<td>39.9</td>
<td>13.2%</td>
</tr>
<tr>
<td>West</td>
<td>31.7</td>
<td>15.2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>302</strong></td>
<td><strong>14.3%</strong></td>
</tr>
</tbody>
</table>
Progress towards National Skills Strategy targets

Lower secondary or less
Higher secondary/FET
Third level