

Monitoring Decent Work in Ireland

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Monitoring Decent Work: Motivation

- Work is core to people's livelihood, their identity and their well-being.
- It is also a key socio-economic right. These rights are universal but some groups get left behind
- Monitor can highlight at-risk groups, inform international monitoring, highlight gaps and to inform public debate
- Decent Work affects other socio-economic rights like health and housing, social inclusion
- Broad in scope, no detailed analysis of processes
- Establish a pre-pandemic baseline

Decent work in international standards

- Right to decent work recognised and prominent in the UN International Convention on Economic, Social & Cultural Rights (ICESCR) Ireland has ratified:

*“Work as specified in article 6 of the Covenant must be **decent work**. This is work that respects the fundamental rights of the human person as well as the rights of workers in terms of conditions of work, safety, and remuneration. It also provides an income allowing workers to support themselves and their families... These fundamental rights also include respect for the physical and mental integrity of the worker in the exercise of his/her employment”*

- States commit to progressive realization of these rights
- HR approach also commits to non-discrimination
- Employment also features in other UN treaties (eg CEDAW, CERD, CRPD)

Monitoring Decent Work: What we do

- **1. Consider a range of internationally validated measurement frameworks of decent work and consult a range of stakeholders in Ireland**
- **2. From 'long-list', select six dimensions of work and best available indicators to measure these**
- **3. Uses existing high-quality representative national data to present these indicators for different groups**
 - Different data sources/years for different indicators
 - Some gaps in what we can measure - both groups and aspects of work
 - Some parallels with indicators of well-being development

What counts as Decent Work?

- Six dimensions:

Access to work

Adequate Earnings

Security and
Stability

Employee Voice

Equality of Opportunity
& Treatment

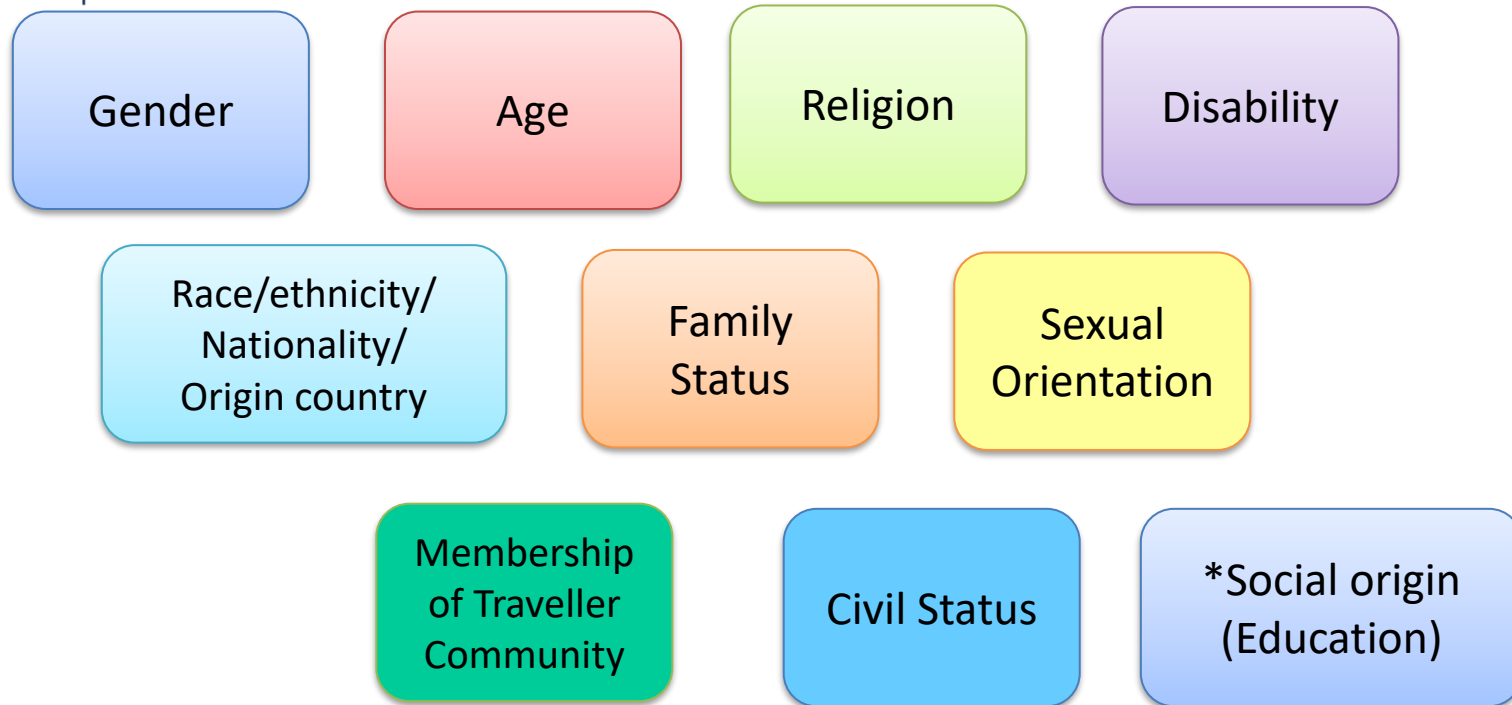
Health and Safety

- Needed to limit dimensions covered – trade-offs here
- Consider these separately – not a combined ‘Decent Work index’

Main Indicators of Decent Work

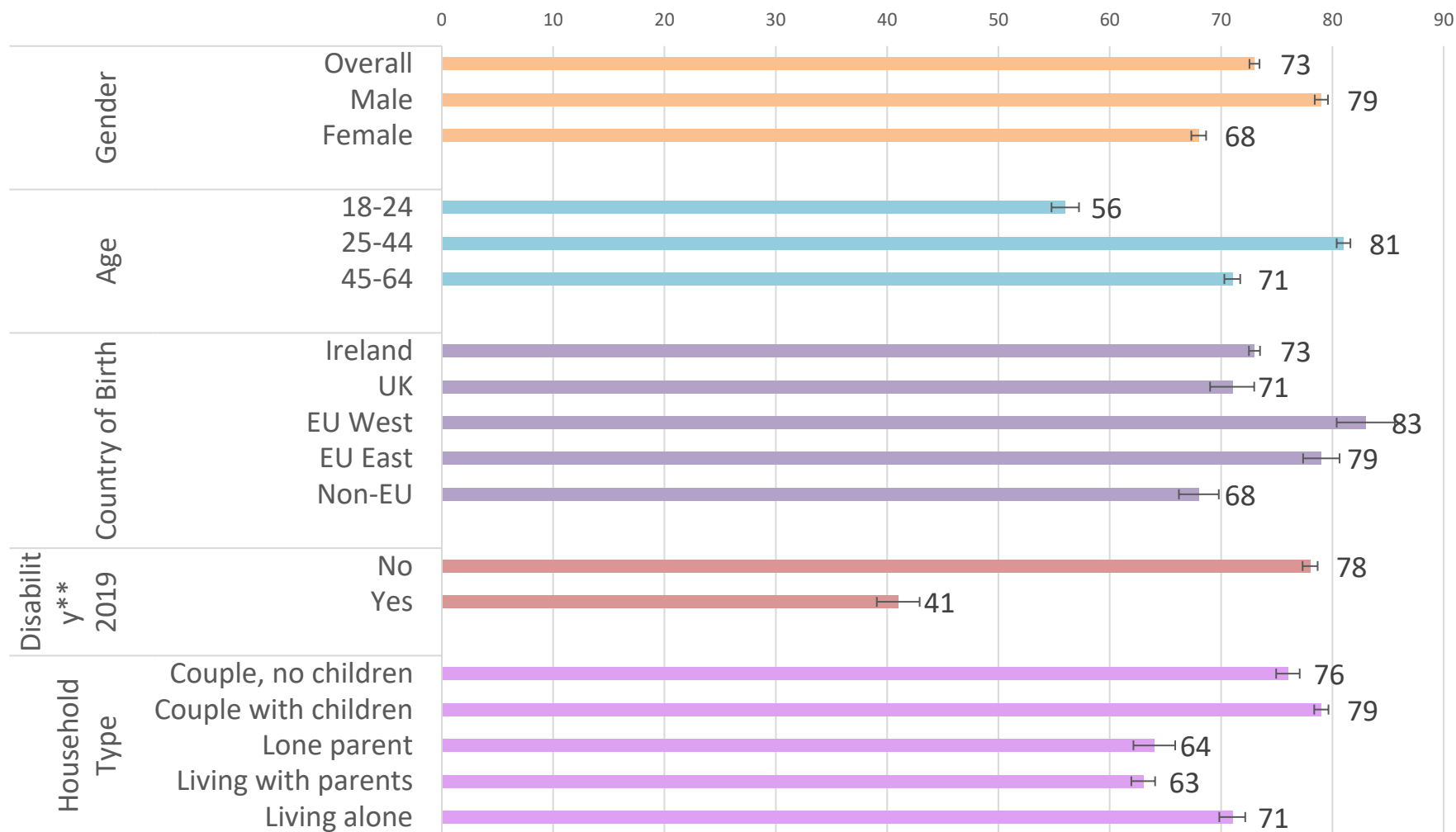
Dimension	Indicator
1 Access to Work	Employment Rate
	Unemployment Rate
	Professional/Managerial Occupations
2 Adequate Earnings	Low Pay Rates (hourly and weekly)
3 Employee Voice	Trade Union/ Staff Association Membership
	Job Control
4 Stability and Security of Work	Temporary Job
5 Equal Opportunity for and Treatment in Employment	Experience of discrimination in the Workplace
	Experience of discrimination seeking Work
6 Health and Safety	Work Related Illness Rate
	Work-related Injury Rate

Whose outcomes? Protected Characteristics & Equality 'groups'



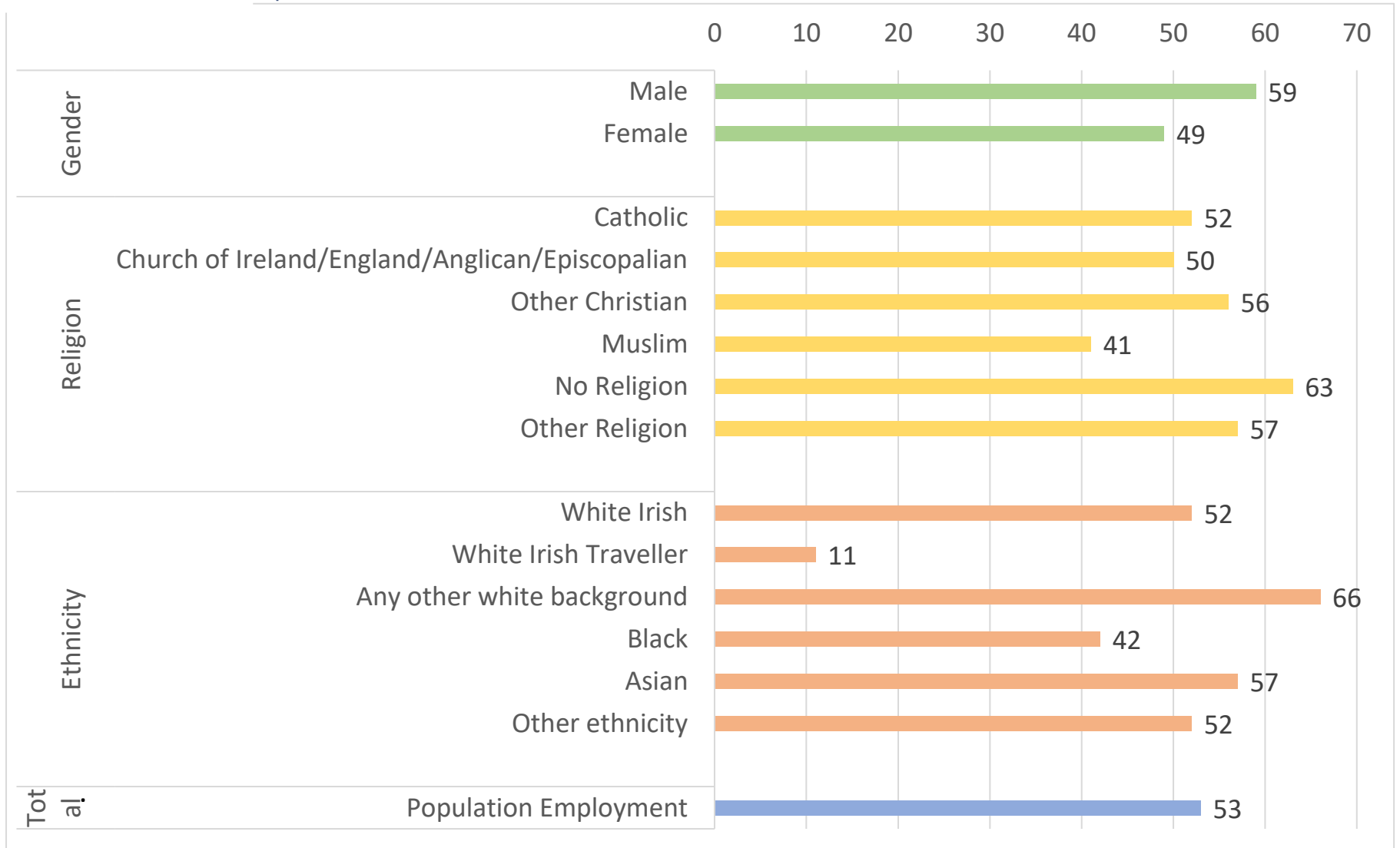
Source: Employment Equality Acts 1998-2015. ***Socio-economic status under consideration.

ACCESS: Employment rates (LFS, 2019, ILO)



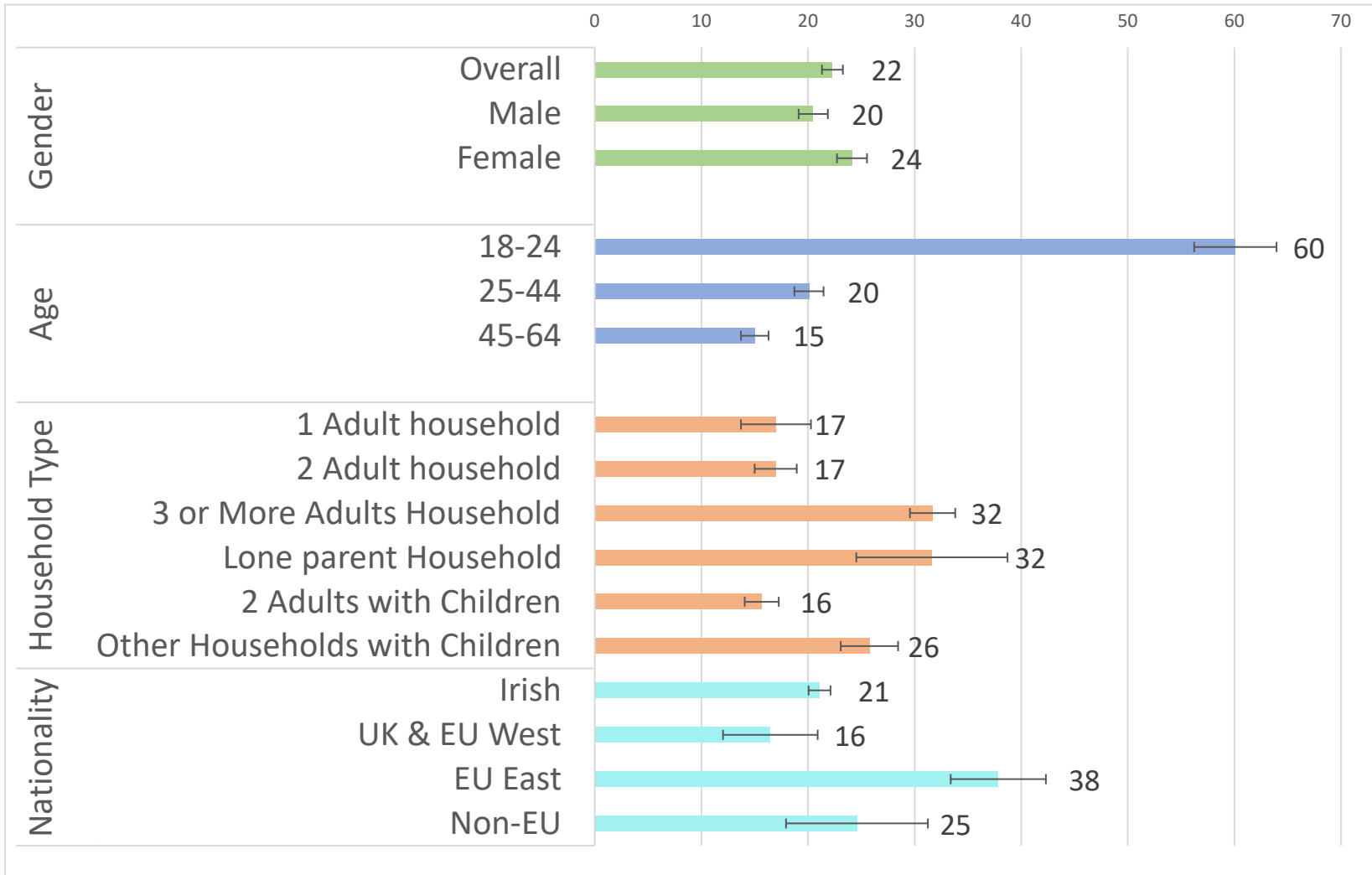
Notes: LFS 2019, Q1-Q4 pooled, working-age population (aged 18-64). ILO=International Labour Organisation

Employment rates (Census, 2016, PES)



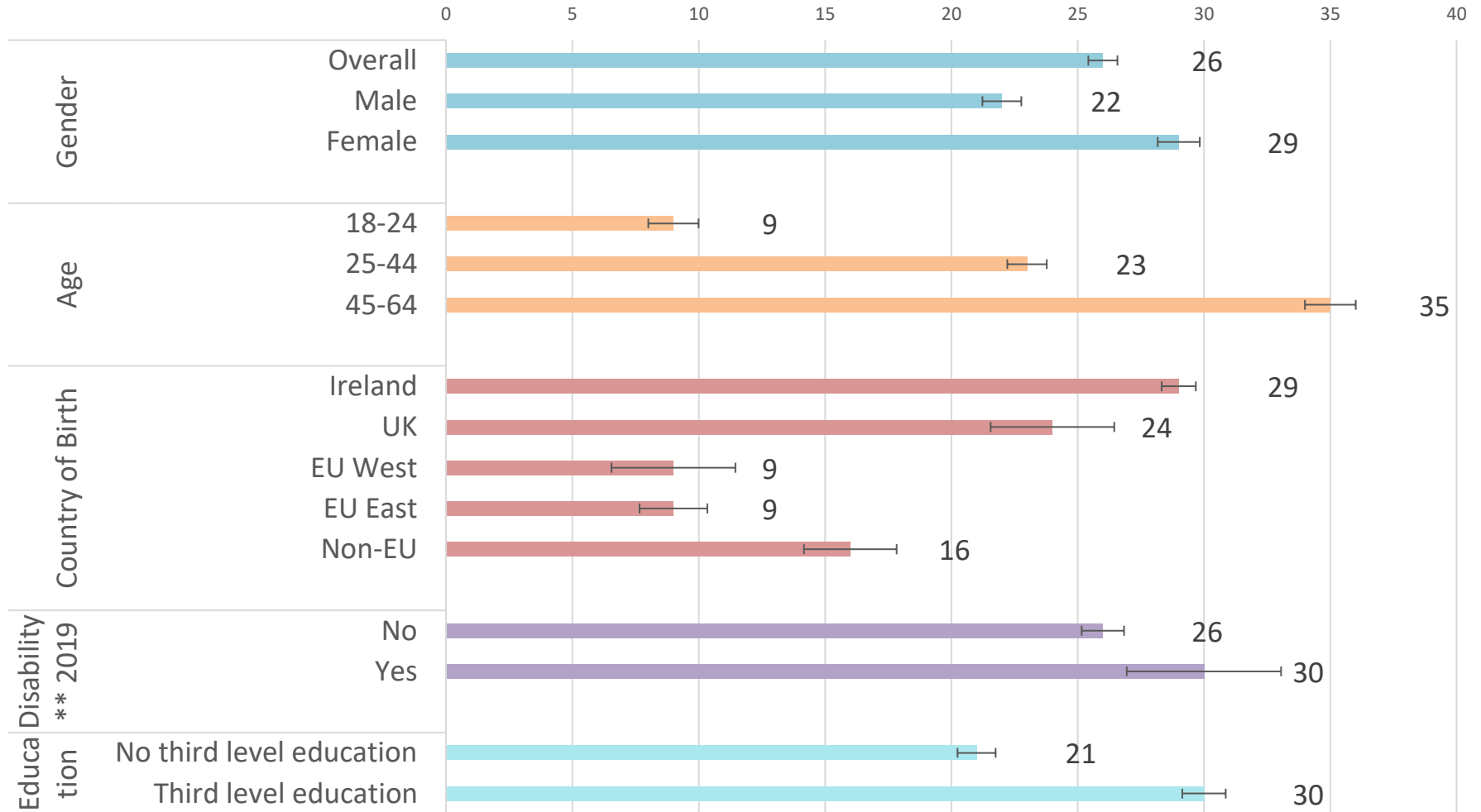
Notes: Census, 2016. Proportions of population aged 15 or over whose principal economic status is working for pay or profit.

Adequate Earnings: Employees on Low Pay (<2/3 Median Hourly Earnings) 2018 and 2019



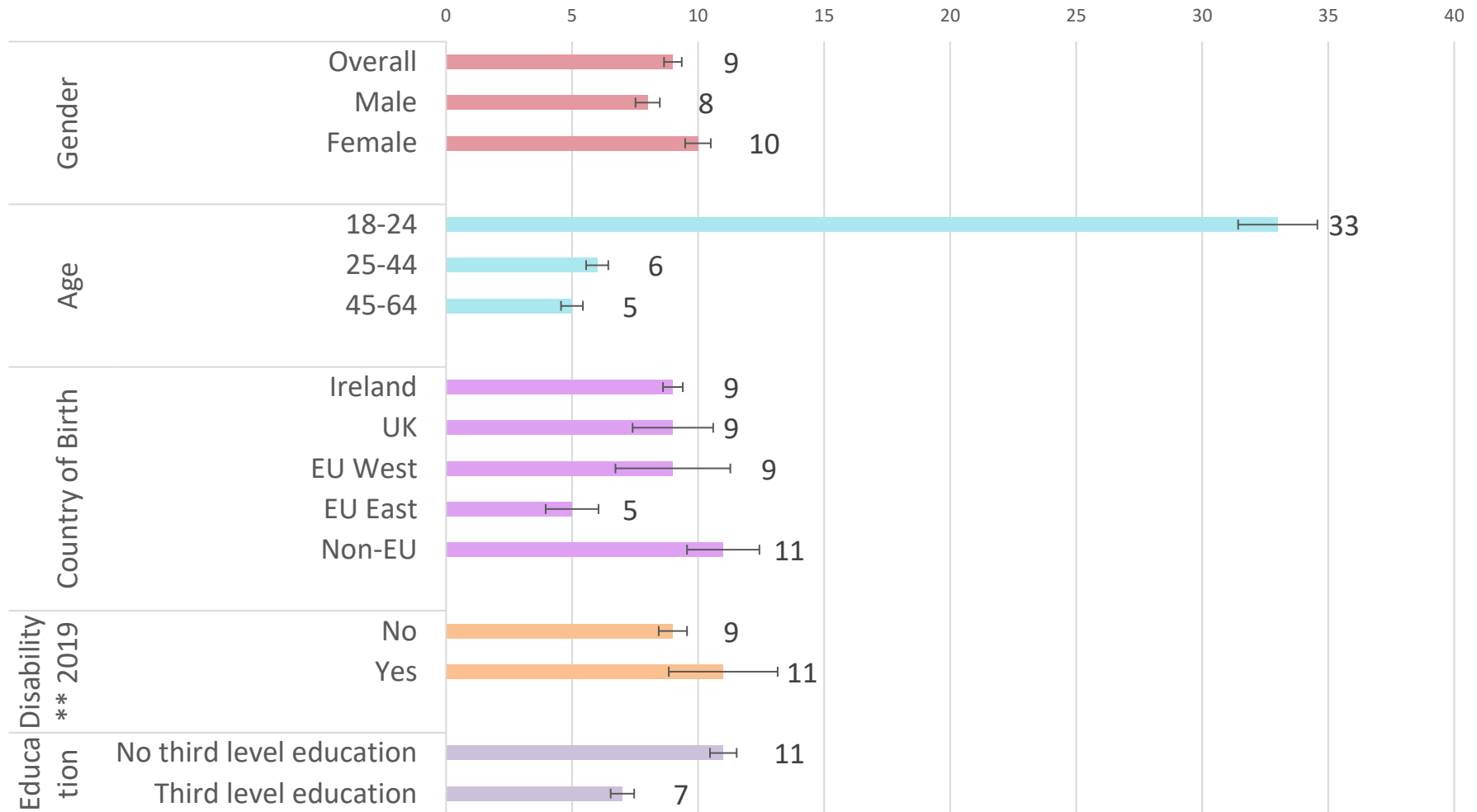
Notes: Survey on Income and Living Conditions (SILC), employees working full-time and part-time, aged 18-64.

Trade Union/Staff Association Membership rate (LFS, 2019)



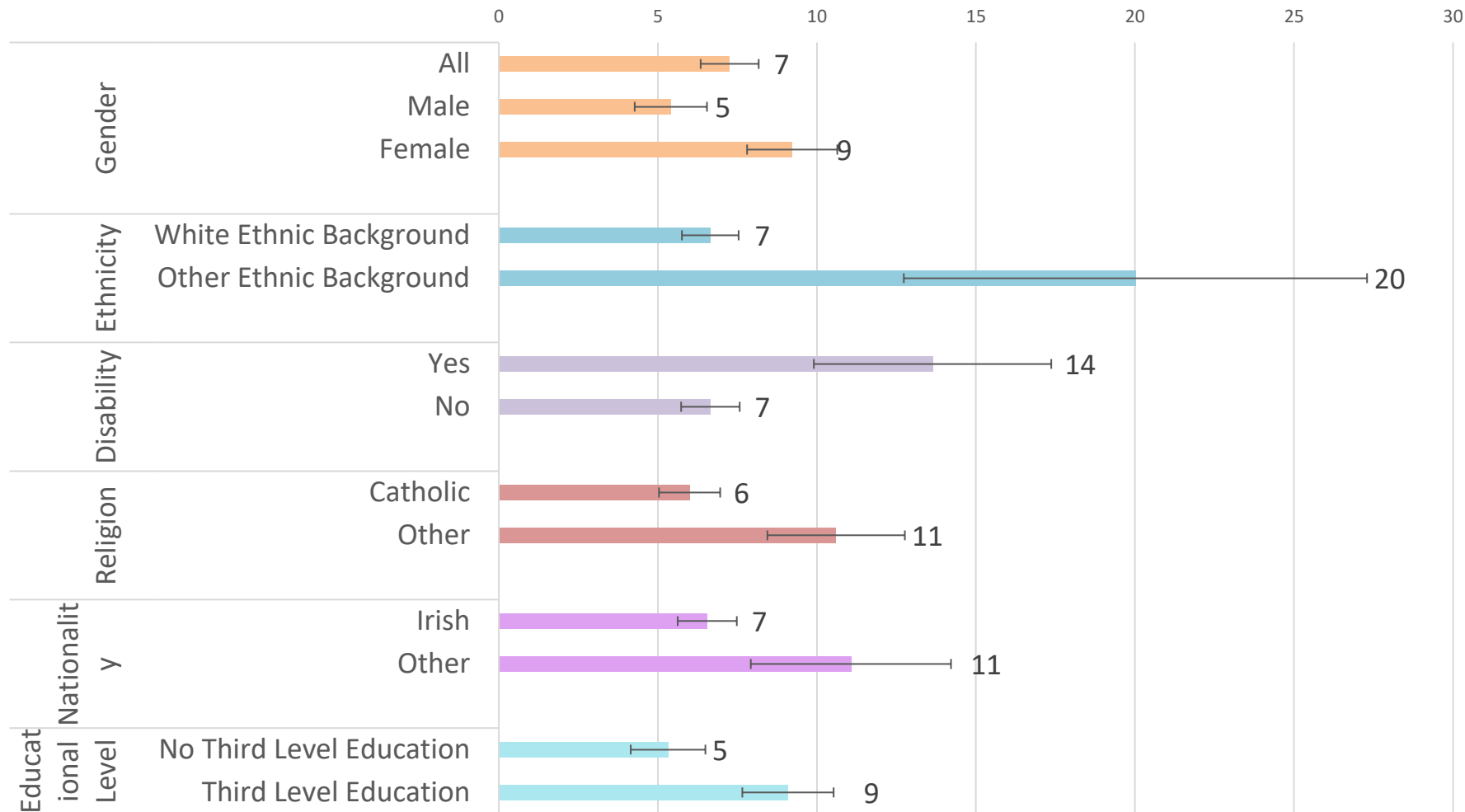
Notes: Labour Force Survey (2019, Q1-Q4). All employees aged 18-64.

Temporary Work (LFS, 2019)



Notes: Labour Force Survey (2019, Q1-Q4) All employees aged 18-64.

Experience of Discrimination at Work (General Household Survey 2019)



Notes: GHQ Equality Module (Quarter 1, 2019). Excludes those who had not been at work in 2 years prior to survey.

Data Gaps: what we don't know

- What gets counted, counts.
- Lack of data on informal work, and on unpaid work in the home
- A general lack of data on working conditions in Ireland: work pressure, work-family conflict, job satisfaction
- Religion, ethnicity, gender identity and sexual orientation or social origin are typically not measured on survey data (few exceptions)
- In particular, data on job quality not available for minority ethnic groups (including Irish Travellers)

Key messages

- In 2019 (pre-pandemic) employment rates were high for most groups, with exceptions (Irish Travellers, Black ethnic group, those with a disability)
- Some groups tend to have less access to Decent Work: Younger workers, East European migrants, those with a disability and lone parents
- Report establishes a baseline for future monitoring
- The COVID pandemic has seriously affected employment in Ireland – full effect remains to be seen



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas

Irish Human Rights and Equality Commission

Thanks for listening! Comments welcome

Want to read more:

<https://www.esri.ie/publications/monitoring-decent-work-in-ireland>

Research programme funded by IHREC here:

<https://www.esri.ie/current-research/human-rights-and-equality-research-programme>

The next report in the programme, *Monitoring Adequate Housing in Ireland*, will be published later this summer.