



ESRI
RESEARCH SERIES

Number 209, April 2025

A study of minimum wage employment in Ireland using online job vacancy data

PAUL REDMOND, LORCAN KELLY AND ELISA STAFFA



A STUDY OF MINIMUM WAGE EMPLOYMENT IN IRELAND USING ONLINE JOB VACANCY DATA

Paul Redmond

Lorcan Kelly

Elisa Staffa

April 2025

RESEARCH SERIES

NUMBER 209

Available to download from www.esri.ie

© 2025 The Economic and Social Research Institute
Whitaker Square, Sir John Rogerson's Quay, Dublin 2

<https://doi.org/10.26504/RS209>



This Open Access work is licensed under a Creative Commons Attribution 4.0 International License (<https://creativecommons.org/licenses/by/4.0/>), which permits unrestricted use, distribution and reproduction in any medium, provided the original work is properly credited.

ABOUT THE ESRI

The Economic and Social Research Institute (ESRI) advances evidence-based policymaking that supports economic sustainability and social progress in Ireland. ESRI researchers apply the highest standards of academic excellence to challenges facing policymakers, focusing on ten areas of critical importance to 21st century Ireland.

The Institute was founded in 1960 by a group of senior civil servants led by Dr T.K. Whitaker, who identified the need for independent and in-depth research analysis. Since then, the Institute has remained committed to independent research and its work is free of any expressed ideology or political position. The Institute publishes all research reaching the appropriate academic standard, irrespective of its findings or who funds the research.

The ESRI is a company limited by guarantee, answerable to its members and governed by a Council, comprising up to 14 representatives drawn from a cross-section of ESRI members from academia, civil services, state agencies, businesses and civil society. Funding for the ESRI comes from research programmes supported by government departments and agencies, public bodies, competitive research programmes, membership fees and an annual grant-in-aid from the Department of Public Expenditure NDP Delivery and Reform.

Further information is available at www.esri.ie.

THE AUTHORS

Paul Redmond is an Associate Research Professor at the Economic and Social Research Institute (ESRI) and an Adjunct Professor at Trinity College Dublin (TCD). Lorcan Kelly and Elisa Staffa are Research Assistants at the ESRI.

ACKNOWLEDGEMENTS

The work carried out in this report was funded by the Low Pay Commission. We would like to thank all individuals within the Commission who provided assistance during the project and valuable comments on earlier drafts of the report. We would also like to thank Mauro Pelucchi, Simone Perego and Richard Hewitt from Lightcast for providing data access and technical support.

This report has been accepted for publication by the Institute, which does not itself take institutional policy positions. All ESRI Research Series reports are peer reviewed prior to publication. The authors are solely responsible for the content and the views expressed.

TABLE OF CONTENTS

ABBREVIATIONS	iii
EXECUTIVE SUMMARY	iv
CHAPTER 1 INTRODUCTION	1
1.1 Minimum wage policy in Ireland	3
CHAPTER 2 DATA.....	4
CHAPTER 3 INCIDENCE OF MINIMUM WAGE JOB VACANCIES.....	7
3.1 Incidence of minimum wage vacancies by county.....	11
CHAPTER 4 CHARACTERISTICS OF MINIMUM WAGE JOB VACANCIES	15
4.1 Minimum wage occupations	15
4.2 Skill requirements for minimum wage jobs	18
4.3 Experience requirements	20
4.4 Full- and part-time employment	21
4.5 Duration of minimum wage vacancies	23
4.6 Large minimum wage employers in Ireland	26
4.7 COVID-19 and the business cycle	28
CHAPTER 5 CONCLUSIONS	31
REFERENCES	33
APPENDIX.....	35

LIST OF TABLES

Table 1.1	Minimum wage rates, 2018–2024	3
Table 1.1	Total job vacancies, 2018–2024	5
Table 3.1	Incidence of minimum wage vacancies, 2018–2024.....	7
Table 3.2	Minimum wage vacancy incidence, county and year, 2021–2024	13
Table 4.1	Occupational composition of minimum wage vacancies (ISCO 3-digit categories)	16
Table 4.2	Occupational composition of minimum wage vacancies (ISCO 4-digit categories)	17
Table 4.3	Top three occupations among minimum wage vacancies, 2018–2024	17
Table 4.4	Top skills for minimum wage vacancies, 2018–2024	19
Table 4.5	Top skills required for minimum wage positions by county, 2018–2024	20
Table 4.6	Top three skills by minimum wage occupations (ISCO 3-digit), 2018–2024	20
Table 4.7	Experience requirements by wage category	21
Table 4.8	Employment type of minimum/non-minimum wage vacancies, 2018–2024	22
Table 4.7	Employment type of minimum wage vacancies by county, 2018–2024.....	23
Table 4.8	Top minimum wage employers (2018–2024)	27
Table 1A	Experience requirements by wage category (includes ‘no experience listed’).....	35
Table 2A	Most common minimum wage occupations (non-COVID-19 sample, ISCO 3-digit)	36
Table 3A	Most common minimum wage occupations (non-COVID-19 sample, ISCO 4-digit)	36
Table 4A	Most demanded skills in minimum wage vacancies (non-COVID -19 sample)	37
Table 5A	Experience requirements across wage bands (non-COVID-19 sample).....	37
Table 6A	Employment type (minimum wage and non-minimum wage vacancies, non- COVID-19 sample)	37

LIST OF FIGURES

Figure 2.1	Number of active vacancies (quarterly, Lightcast and EHECS).....	6
Figure 3.1	Incidence of minimum wage vacancies (% of all vacancies), January 2019– December 2024	8
Figure 3.2	Cumulative distribution of hourly wages, 2018–2024	11
Figure 3.3	County share of minimum wage vacancies, 2018–2024 (pooled)	14
Figure 4.1	Average job duration across wage deciles (jobs online > 60 days), 2018–2024	25
Figure 4.2	High job duration (> 60 days) incidence across wage deciles, 2018–2024	26
Figure 1A	Quarterly unemployment rate (2018–2024, CSO)	35

ABBREVIATIONS

AI	Artificial intelligence
CDF	Cumulative distribution function
CSO	Central Statistics Office
HACCP	Hazard analysis and critical control point
EHECS	Earnings Hours and Employment Costs Survey
HHI	Herfindahl–Hirschman Index
ISCO	International Standard Classification of Occupations
LFS	Labour Force Survey
NACE	Statistical classification of economic activities (Nomenclature générale des activités économiques dans les Communautés européennes)
NUTS	Nomenclature of Territorial Units for Statistics
OECD	Organisation for Economic Co-operation and Development
UK	United Kingdom
US	United States

EXECUTIVE SUMMARY

In recent years, research opportunities in labour economics have expanded, due to the availability of large datasets capturing online job vacancies. While not a replacement for well-established labour market surveys, online job vacancy data have several advantages. They contain information that may be otherwise unavailable from traditional survey data; moreover, this information can be available in real time, thus removing any time lag in data availability that can be a feature of traditional labour market surveys.

In this report, we use data from the near universe of online job vacancies in Ireland, for the period 2018 to 2024, to examine minimum wage employment across a number of dimensions. The data, which are made available by Lightcast, allow us to examine the county-level distribution of minimum wage vacancies between 2018 and 2024. In addition, we examine the types of jobs that minimum wage employees are typically recruited for, along with the required skills for these positions and how they vary across counties. We also fill an important gap in our knowledge of minimum wage employment in Ireland by profiling the top minimum wage employers in the country – information that has up to now been unavailable.

Our findings include the following:

- On average, minimum wage vacancies accounted for approximately 7.6 per cent of all hourly-paid vacancies between 2018 and 2024. However, following the 2024 minimum wage increase, from €11.30 to €12.70 per hour, the incidence doubled to over 15 per cent.
- The share of online vacancies that posted minimum wage salaries ranged from 7 per cent of vacancies in Dublin to over 22 per cent of vacancies in Donegal on average. All counties experienced an increase in the incidence of minimum wage vacancies following the 2024 minimum wage increase.
- The top three jobs found to be advertised at the minimum wage were kitchen helper, shop sales assistant and bartender. While this is relatively consistent across counties, there are some county-level differences. For example, ‘client information worker’ ranks second among minimum wage occupations in Donegal, and third in Roscommon. These jobs are typically receptionist, call centre worker or customer service representative. Building and housekeeping supervisor ranks either first or second among minimum wage jobs in Kilkenny, Leitrim, Longford and Tipperary. These jobs are typically cleaner and facility maintenance worker.
- The top three most required skills for minimum wage jobs are ‘customer service’, ‘communication’ and ‘sales’, which are mentioned in approximately 31 per cent, 23 per cent and 19 per cent of all minimum wage vacancies,

respectively. Other common skill requirements include: proficiency in English; being detail oriented; management; hazard analysis and critical control points (HACCP); cleanliness; merchandising; and food safety.

- Focusing on job advertisements that specifically mention experience requirements, we find that approximately 20 per cent of minimum wage jobs list no previous experience requirements, compared to just 3 per cent of higher paid jobs (above €20 per hour). The majority (80 per cent) of minimum wage positions require one to three years of previous experience.
- Minimum wage vacancies were more likely to offer part-time hours than higher-paid vacancies.
- The length of time an online vacancy remained published online is taken as a proxy for how difficult the vacancy is to fill. We find little difference in vacancy duration between minimum wage and higher-paid jobs.
- We profile the top 20 minimum wage employers in Ireland. The primary business activity of the top minimum wage employer is 'catering and facilities management'. Retail was the business activity of both the second and third largest minimum wage employers. Together, the top three minimum wage employers in Ireland advertised for 620 minimum wage workers during the period under study. Other large minimum wage employers typically operate in catering services, retail or hospitality. Generally, these employers posted minimum wage vacancies for catering staff, service staff, sales assistants, cleaners, packaging assistants or administrative staff.

CHAPTER 1

Introduction

Minimum wage policy is one of the most widely researched areas in the field of labour economics. A vast literature exists measuring the impact of minimum wage changes on outcomes such as employment or hours worked (see, for example, Card and Krueger, 1993; Neumark and Wascher, 2007; Dickens et al., 2015; Caliendo et al., 2019; Cengiz et al., 2019; Giupponi et al., 2024; Holtemöller and Pohle., 2020; McGuinness and Redmond, 2019; Redmond and McGuinness, 2024; Redmond et al., 2023). Other studies have looked at the incidence and characteristics of minimum wage employment within countries. In Ireland, the incidence of minimum wage employment ranged from 7.0 per cent in 2018 to 5.6 per cent in 2022 (Redmond et al., 2023). The existing research, both for Ireland and internationally, indicates that minimum wage employees tend to be younger, are more likely to work part-time, and to have low levels of education, and are more likely to be more concentrated in the ‘retail and accommodation’ and food sectors compared to higher paid workers (see, e.g., Dickens et al. 2015; McGuinness and Redmond, 2019; Kreiner et al., 2020; Cengiz et al., 2022). Most of the existing minimum wage studies use survey data or administrative datasets.

In recent years, there has been an increase in the use of job vacancy data to study labour markets. Online job vacancy data contain a wide range of information about labour demand that is often not available from other data sources. Online job vacancies provide specific information about occupations (e.g. sector, location, seniority, salary, skill requirements), as well as information about the employer.¹ Furthermore, online job vacancy data are contemporaneous, meaning real-time insights into labour market dynamics are apparent within the data. This stands in contrast to other data sources (e.g. administrative or survey data), which are often constrained by their data collection period, and involve a time lag before they are available to researchers.

While insightful, it should be noted that online vacancy data are limited in several ways. First, not all job vacancies might be posted online. For instance, some low-skilled vacancies may be less likely to be advertised online, and this could lead to overrepresentation of certain types of employers or occupations.² Second, job vacancies signal job openings and employers’ hiring desires, but they provide no information on whether vacancies have been filled.

Several recent studies have used job advertisement data to examine minimum wage employment specifically. Clemens et al. (2021) use Lightcast data to examine changes in educational requirements following increases in the minimum wage in

¹ See Sostero and Fernandez-Macia (2021) for a detailed discussion on the use of job vacancy data.

² See Vermeulen and Amaros (2024) for a comparison of Lightcast data and national statistical resources in Europe.

the United States (US) (i.e. the substitution of low-skilled to high-skilled labour). By exploiting differential minimum wage increases between US states, the authors uncover a positive relationship between minimum wage increases and the demand for slightly higher skilled workers (with high school diplomas) in low-wage employment. Evidence of this labour–labour substitution phenomenon – i.e. increase in the demand for more educated workers following an increase in the minimum wage – is also provided by Andrieu and Kuczera (2023), who examine changes in educational requirements in the United Kingdom (UK) using Lightcast data, by exploiting a change to the minimum wage policy in 2016.

Azar et al. (2023) employ Lightcast data to determine whether labour market concentration (monopsony power) can explain variation in employment outcomes of minimum wage increases in the US. By calculating the vacancy shares of companies in local labour markets, the authors compute a Herfindahl–Hirschman Index (HHI) for local labour market concentration. They find that higher labour market concentration (i.e. more monopsonistic labour markets) is positively associated with positive employment effects at the extensive margin: after a minimum wage increase, employment also increases. By analysing county-level job posting data in the US from Lightcast, Otterby et al. (2024) find that increases in the minimum wage raise the number of people in the labour force and the level of unemployment in the US. However, the county-level analysis suggests that the minimum wage impact differs by county type: the negative impacts on unemployment are more pronounced in rural and non-metropolitan areas, and in counties with declining population and lower average wages, than in urban counties.

Some studies use vacancy data to investigate labour markets more generally. Modestino et al. (2016) examine the extent to which firms adjusted their education and experience requirements in the face of tighter labour markets in the US. Using job vacancy data from 2010 to 2014 (the recovery period after the global financial crisis), the authors provide evidence that firms required less experience or lower education levels in periods of lower unemployment. By using online vacancy data, this dynamic is reaffirmed by Hershbein and Kahn (2018) regarding periods of recession.

Job advertisement data have also been used to analyse the adoption of new technologies within workplaces and the related competency requirements. Acemoglu et al. (2022) examine whether changes in firms' skill requirements may be predicted by exposure to artificial intelligence (AI). They find that exposure to AI in the workplace is positively associated with both the emergence of new important skills and the decline of old skills. Using Lightcast's online job advertisement data across ten countries (Belgium, Canada, France, Germany, Italy, the Netherlands, Singapore, Spain, the UK and the US), the Organisation for Economic Co-operation and Development (OECD, 2023) identified the most

relevant skills for several occupations that have been affected by digitalisation.³ Borgonovi et al. (2023) analyse Lightcast’s job postings requiring workers to possess AI-related skills in 14 OECD countries, and identify technical and non-technical clusters of skills most demanded by employers in AI-related jobs. Whelan et al. (2024) employ Lightcast’s job vacancy data to analyse AI-, automation- and blockchain-related job demand in Ireland and investigate technical, transversal and business skills required by employers in these areas.

1.1 MINIMUM WAGE POLICY IN IRELAND

A statutory minimum wage was first introduced in Ireland in 2000 under the National Minimum Wage Act, 2000. The minimum wage was initially set at a rate of €5.58 (£4.40) per hour, and increased year-on-year until the onset of the global financial crisis in 2008. The minimum wage remained at €8.65 per hour from 2008 until 2015.⁴ Following its establishment in 2015, the Low Pay Commission recommended that the minimum wage be increased to €9.15 per hour in 2016. Since then, the minimum wage has undergone annual increases and currently stands at €13.50 per hour (as of 2025).

TABLE 1.1 MINIMUM WAGE RATES, 2018–2024

Year	Minimum hourly rate
2018	€9.55
2019	€9.80
2020	€10.10
2021	€10.20
2022	€10.50
2023	€11.30
2024	€12.70
2025	€13.50

Source: Authors’ elaboration.

³ The ten countries were Belgium, Canada, France, Germany, Italy, the Netherlands, Singapore, Spain, the UK and the US.

⁴ There was a temporary reduction in the minimum wage in January 2011, from €8.65 per hour to €7.65 per hour. This was reversed six months later (Redmond, 2020).

CHAPTER 2

Data

We use online job vacancy data from 2018 to 2024. The data are sourced from Lightcast, a private labour market analytics company that aggregates millions of job advertisements worldwide on a daily basis. The Lightcast dataset draws from various sources, including job boards and company websites. By using natural-language processing technology and other artificial intelligence (AI) tools, along with in-house experts, Lightcast extract approximately 70 different elements from every job posting.⁵

Each raw job posting is classified by Lightcast according to standard labour market variables and taxonomies. Among other elements, the vacancy data include the following: sector (NACE); region (NUTS); occupation (ISCO); location; company name; type of contract; working arrangement (i.e. full-time/part-time); remote working arrangements; salary; educational requirements; experience; and skill requirements.⁶ Skills that are mentioned in a job posting are categorised according to Lightcast's open skills taxonomy, which includes over 32,000 skills.⁷

The number of job advertisements collected by Lightcast has increased over time as their data collection infrastructure has improved and expanded. As such, data for more recent years contain more job vacancies than the earlier years. This is summarised in Table 2.1. In 2018, the data consisted of 273,243 job vacancies compared to 678,696 in 2024. However, not all job vacancies contain wage or salary information. Just over one million of the almost four million total job vacancies (approximately 28 per cent) contain wage or salary information. As we are interested in identifying hourly paid minimum wage employees, much of our analysis is based on the subset of those job vacancies that post an hourly wage rate. Approximately 25 per cent of the job advertisements with wage and salary information contain an hourly wage rate, giving a total sample of approximately 280,000 hourly paid job advertisements. The remaining 75 per cent (approximately 830,000) post salary information. The vast majority of salaried vacancies relate to a yearly salary. However, a small proportion relate to a monthly or even a daily rate.

⁵ For more information on Lightcast data, see <https://lightcast.io/products/data/overview>.

⁶ NACE = Statistical classification of economic activities; NUTS = Nomenclature of Territorial Units for Statistics; ISCO = International Standard Classification of Occupations.

⁷ For more information, see: <https://lightcast.io/products/data/our-taxonomies>.

TABLE 2.1 TOTAL JOB VACANCIES, 2018–2024

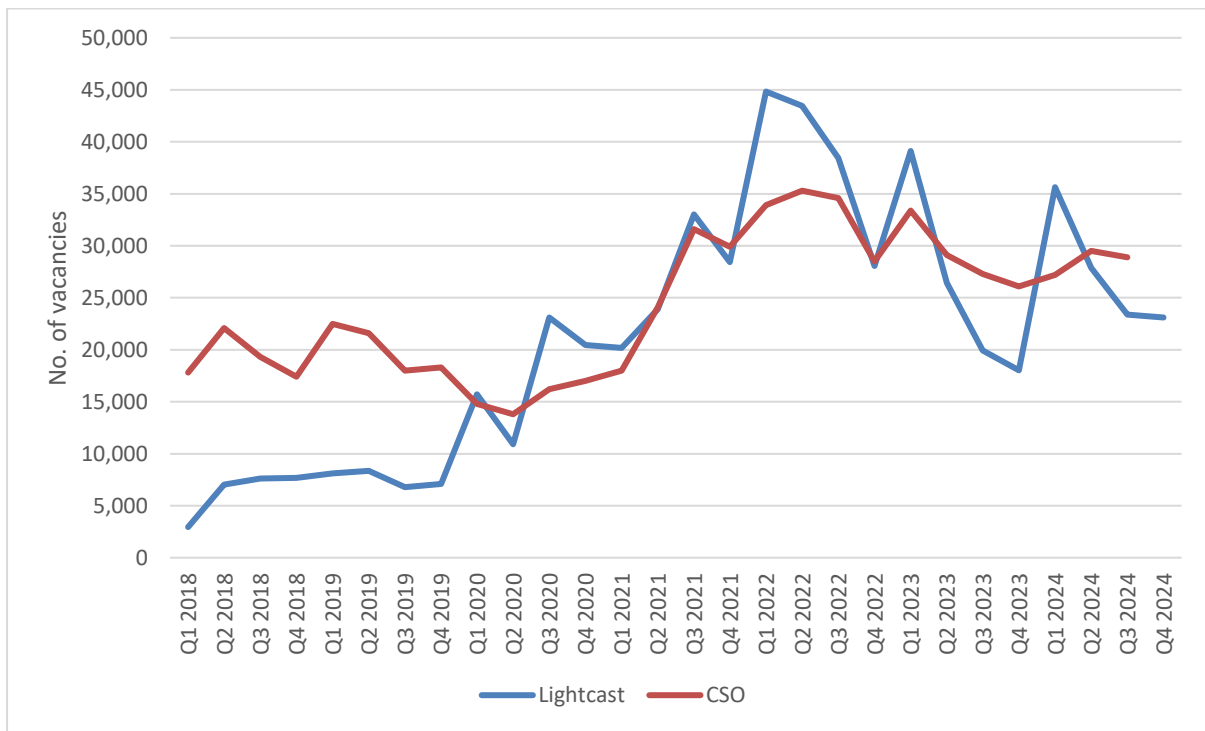
Year	Total vacancies	Total vacancies with wage or salary information	Total hourly-paid vacancies
2018	273,243	46,467	7,969
2019	367,533	60,878	12,041
2020	500,991	118,929	27,306
2021	615,425	179,851	44,946
2022	798,876	254,052	60,467
2023	659,789	204,604	46,880
2024	678,696	242,300	80,195
Total	3,894,553	1,107,081	279,804

Source: Lightcast data, 2018–2024.

Note: In order to create a correct measurement of an hourly minimum wage rate, our dataset is restricted to job postings that specify hourly salary information in the job description. We therefore exclude vacancies posting annual salary information.

We cross-check the Lightcast data by comparing the number of vacancies in each quarter to job vacancy figures captured in the Earnings Hours and Employment Costs Survey (EHECS). The EHECS is a quarterly survey of firms in Ireland administered by the Central Statistics Office (CSO), containing a range of information in relation to labour costs and earnings. Employers are asked to provide the number of vacancies in their establishment on the last day of each quarter. The Lightcast data contain the date on which the online vacancy was posted, as well as the expiry date. We restrict the sample of Lightcast vacancies to those that were active on the final day of each quarter, and aggregate the total number of online vacancies for each quarter between Q1 2018 and Q4 2024. We compare the Lightcast and EHECS data in Figure 2.1 below. As noted earlier, Lightcast’s data collection methods have become more sophisticated (i.e. covering more job portals) over time. This is reflected in the fact that, prior to Q1 2020, the number of vacancies captured in the Lightcast data was lower than those captured by the EHECS. Following Q1 2020, the two sets of data appear to track each other reasonably closely, albeit with more quarter-to-quarter variation in the Lightcast data. The correlation coefficient for the two sets of data is 0.82, indicating that they are strongly positively correlated.

FIGURE 2.1 NUMBER OF ACTIVE VACANCIES (QUARTERLY, LIGHTCAST AND EHECS)



Sources: Lightcast and CSO; authors' calculations.

Note: EHECS data extracted from PxStat on 24 February 2025.

CHAPTER 3

Incidence of minimum wage job vacancies

The incidence of minimum wage job vacancies is calculated as the percentage of all hourly-paid vacancies with a wage rate equal to the prevailing minimum wage in that year.⁸ Table 3.1 below shows this incidence for 2018 to 2024. On average, between 2018 and 2024, it was approximately 7.6 per cent.⁹ A notable feature of Table 3.1 is the sharp increase in the incidence of minimum wage job vacancies that occurred in 2024 – from 7.4 per cent in 2023 to over 15 per cent in 2024. This coincides with the largest minimum wage increase that has been implemented to date in Ireland, where the minimum wage went from €11.30 per hour in 2023 to €12.70 per hour in 2024, an increase of 12 per cent.

TABLE 3.1 INCIDENCE OF MINIMUM WAGE VACANCIES, 2018–2024

Year	Total vacancies (#)	Minimum wage vacancies (#)	Minimum wage vacancies (%)
2018	7,370	394	5.3%
2019	11,042	407	3.7%
2020	24,684	1,459	5.9%
2021	41,405	2,992	7.2%
2022	56,959	4,599	8.1%
2023	42,827	3,188	7.4%
2024	74,533	11,555	15.5%
Average			7.6%

Source: Lightcast data, 2018–2024.

Note: The incidence of minimum wage vacancies is the percentage of hourly-paid job vacancies that advertise a rate of pay equal to the prevailing minimum wage in that year. Vacancies that are unmapped (see Section 3.1) and wages that are below the prevailing minimum wage rate are excluded from the sample. Note that the average incidence of 7.6 per cent refers to a simple (unweighted) average of the individual yearly incidences.

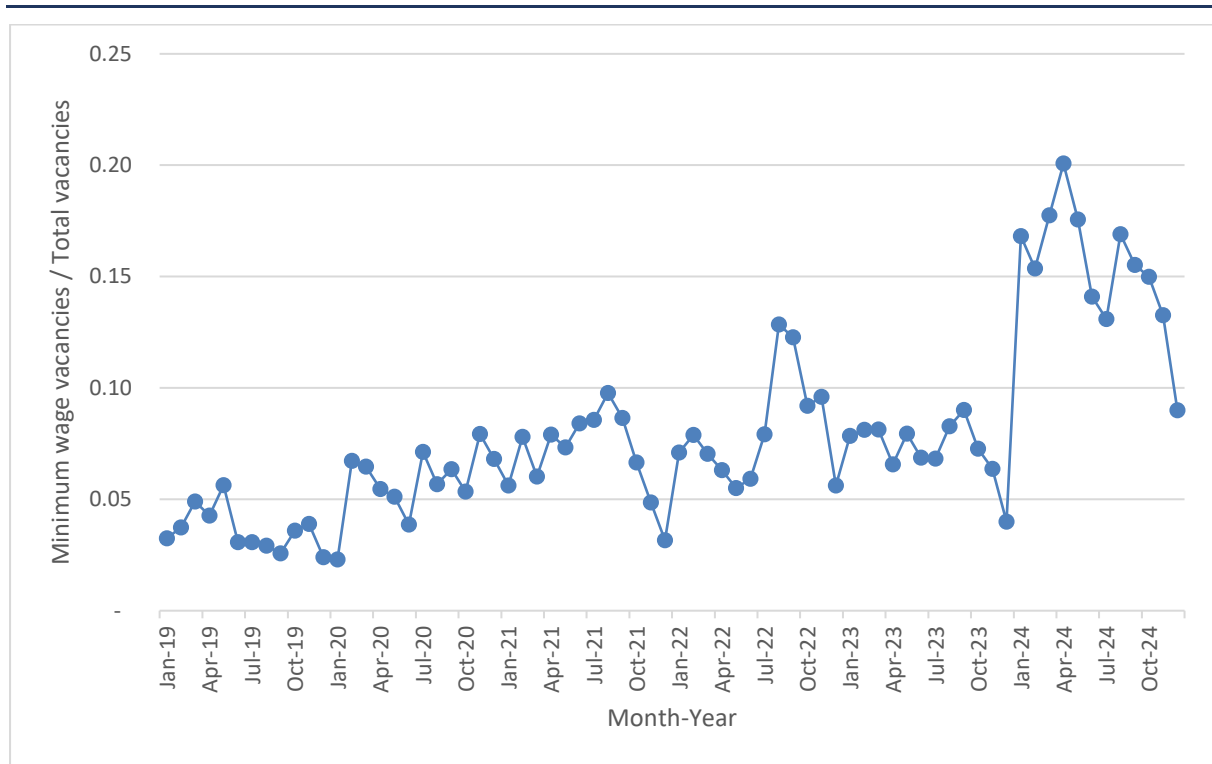
We also plot the incidence of minimum wage vacancies by month for the period January 2019 to December 2024 (Figure 3.1). We exclude 2018 from this graph due to a low sample size in the first six months of 2018. Note that the minimum wage increases take effect on 1 January of each year. From Figure 3.1, we see that there tends to be an upward spike in minimum wage vacancies in the first month of the year. Prior to 2024, the change that occurred in January of each year was not very pronounced. However, January 2024 sees a striking increase in the number of minimum wage vacancies. Figure 3.1 also shows a pattern in the data whereby the incidence of minimum wage jobs drops in December of each year. This may be due, in part, to an anticipation effect: by December of each year, the new minimum wage rate for the following year, which takes effect on 1 January, is already known

⁸ Vacancies that cannot be mapped to a county (see Section 3.1) and those with posted wages that are below the prevailing minimum wage rate are excluded from the sample.

⁹ This closely resembles the incidence of minimum wage employment calculated by Redmond et al. (2023) using Irish Labour Force Survey data.

by employers. Therefore, any jobs that are advertised in December will likely be advertised at the new (higher) minimum wage rate that will take effect the following month.

FIGURE 3.1 INCIDENCE OF MINIMUM WAGE VACANCIES (% OF ALL VACANCIES), JANUARY 2019–DECEMBER 2024



Source: Lightcast data, 2019–2024.

Note: We exclude 2018 due to diminished sample size in the first six months.

All else being equal, larger minimum wage increases will impact a larger number of employees and, therefore, result in larger increases to the incidence of minimum wage employment. For example, the minimum wage increased from €11.30 per hour in 2023 to €12.70 per hour in 2024. Workers that were already on the minimum wage in 2023 (those earning €11.30 per hour) would see their hourly wage increase to €12.70 per hour and would, therefore, remain as minimum wage employees in 2024. In addition, those that were earning between €11.31 and €12.70 in 2023 would also become minimum wage employees in 2024, thereby driving up the incidence of minimum wage employment. The larger the gap between the old and new minimum wage, the greater the number of impacted workers, and the greater the potential increase in the incidence of minimum wage employment. The 2024 minimum wage increase, at 12 per cent, was the largest increase to date, and this coincided with the largest observed increase in the incidence of minimum wage employment.¹⁰

¹⁰ The next largest minimum wage increase occurred in 2023, when the minimum wage went from €10.50 to €11.30, amounting to an increase of just under 8 per cent.

However, the impact of a minimum wage increase on the incidence of minimum wage employment will also depend on wage spillovers. Employees may value their relative position in the wage distribution and compare their own wages to the wages of their peers (Dube et al., 2019). Therefore, following a minimum wage change, wage increases to higher paid employees may also be required to preserve wage differentials and maintain worker productivity. Previous work has found evidence of these types of wage spillovers for Ireland (Redmond et al., 2021).

To get a clear understanding of the potential impact that spillovers play on the incidence of minimum wage employment, it is useful to take an example. Again, let us refer to the 2024 policy change, where the minimum wage increased from €11.30 per hour in 2023 to €12.70 per hour in 2024. For ease of exposition, let us assume there are just two groups of low-paid employees in 2023 – one group earn the minimum wage (€11.30 per hour), and the other group earn €12 per hour.¹¹ Following the minimum wage increase, both groups will have to earn at least €12.70 per hour in 2024 in order to comply with minimum wage legislation. However, the group that earned €12 per hour in 2023 previously had a wage premium of €0.70 above the minimum wage. This group may be unhappy that they are now on the minimum wage, earning the same rate as employees that they previously earned more than. If this group manages to preserve their nominal €0.70 wage premium over minimum wage employees, this would see their wages increase beyond the new minimum wage to €13.40 in 2024 (€12.70 + €0.70). In that case, the incidence of minimum wage employment would be unchanged – all employees that earned €11.30 in 2023 would still be on the minimum wage in 2024, while all employees that earned between €11.31 and €12.70 in 2023 would still be paid above the minimum wage in 2024. However, if the employees in the €12 per hour group were unable to preserve their wage premium above minimum wage employees, then the incidence of minimum wage employment would go up. Minimum wage employees in 2024 would in that case consist of the group of employees that were previously on the minimum wage in 2023 plus the group of employees that previously earned slightly more than it (the €12 per hour group).

The degree to which spillovers occur will likely depend on the size of the minimum wage change. With a relatively small minimum wage increase, the cost to employers of increasing wages to preserve wage differentials will be relatively low in comparison to larger minimum wage increases. To get an indication of the potential impact of minimum wage changes on the wage distribution, we plot the cumulative distribution function (CDF) of the advertised hourly wage for each year from 2018 to 2024 in Figure 3.2 below, focusing on hourly wages below €25 per hour. For the CDF of each year, a dashed vertical line indicates the prevailing minimum wage in that year. Note that differences in the CDFs cannot be taken as

¹¹ We can also assume that there is a group of higher paid employees earning far in excess of the minimum wage. This group will not have any direct relevance for our explanation as they are unaffected by minimum wage policy changes.

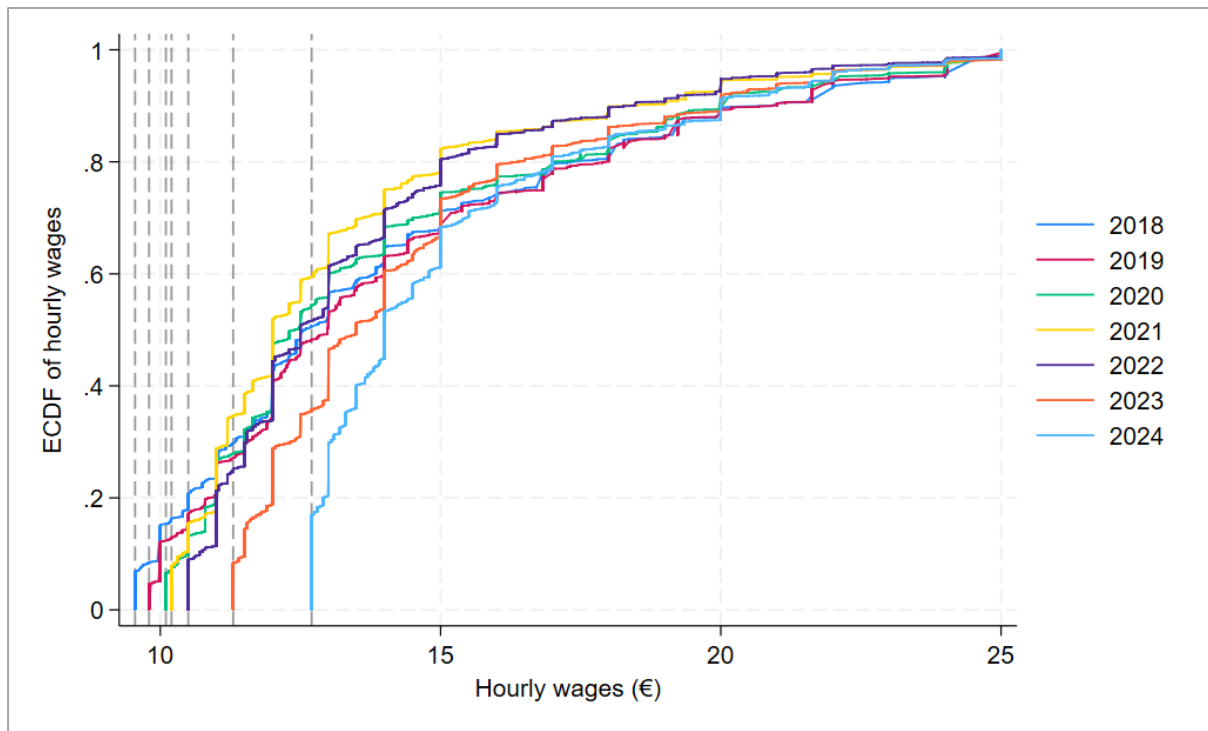
definitive causal evidence of minimum wage changes on the posted wage distribution. This is because wage growth in general was taking place, and the composition of jobs may change over time. Nonetheless, it is informative about how minimum wage changes affect the posted wage distribution, especially at the bottom of the distribution.

First, the overall change in the wage distribution of relatively low-wage jobs over time is striking, as evidenced by the continuing rightward shift in the wage distributions shown in Figure 3.2 below. For example, take the 2024 minimum wage of €12.70. In 2021, approximately 60 per cent of advertised jobs below €25 per hour were offering a wage of €12.70 or below, compared to just under 20 per cent in 2024. The CDFs also indicate that the 2024 minimum wage increase, which was the largest increase to date (€11.30 to €12.70 per hour), had a substantial impact at the lower end of the distribution.

It is also useful to compare the 2023 and 2024 posted wage distributions. Both 2023 and 2024 saw relatively large minimum wage increases.¹² However, the changes in the posted wage distributions for 2023 and 2024 look quite different. Following the 2023 minimum wage increase, there was a rightward shift in the distribution across the entire wage range, while the incidence of minimum wage job advertisements remained relatively constant. This is consistent with wage increases that went beyond the 2023 minimum wage rate, some of which may be directly attributable to spillover effects. However, it may also reflect a pattern of general wage growth that was happening irrespective of minimum wage changes. Following the 2024 increase, which was larger than that for 2023, the picture looks different. There is a rightward shift in the lower part of the wage distribution, while the effects at higher wages are less pronounced; above €15 per hour, the 2024 CDF closely tracks the 2023 CDF. This type of compression of the wage distribution is consistent with a large number of low-paid workers having their pay increased to comply with the new minimum wage, as reflected in a sharp increase in the incidence of posted minimum wage jobs in 2024.

¹² In 2023, the minimum wage increased from €10.50 to €11.30 per hour (8 per cent) and in 2024 from €11.30 to €12.70 (12 per cent).

FIGURE 3.2 CUMULATIVE DISTRIBUTION OF HOURLY WAGES, 2018–2024



Source: Lightcast data, 2018–2024; authors' elaboration.

3.1 INCIDENCE OF MINIMUM WAGE VACANCIES BY COUNTY

Existing datasets, such as the Irish Labour Force Survey (LFS), contain employment information at a broad regional level, but they do not provide granular, county-level information. A significant advantage of the job vacancy dataset used in this study is that it includes data on the county where the job vacancy is located. Lightcast codifies geographic information into a *location* variable, which we screen for the 26 county names in the Republic of Ireland. Using this method, we can initially map approximately 74 per cent of the raw, hourly-paid vacancies to a county category. We then carry out further investigation of the remaining unmapped data by examining the raw job advertisement text.¹³ This enables us to match many of the remaining unmatched jobs to a county, resulting in a final matched sample of approximately 90 per cent of jobs.

While most of the analysis in this paper is based on the pooled sample (2018–2024), disaggregating the data by year and county can lead to small sample sizes in some instances, particularly for the years 2018 to 2020. Therefore, we restrict our analysis to the period from 2021 onwards.

¹³ With the remaining (unmapped) data, we screen the variable containing the raw job description (*body*) in the same way (i.e. searching for the 26 county name keywords). Again, we drop observations where multiple county names are detected (roughly 1,000 observations) and observations that were not successfully mapped to a county (approximately 2,000 observations).

In Table 3.2 below, we report the proportion of hourly-paid vacancies that are minimum wage vacancies by county and year, from 2021 to 2024. There is substantial between-county variation in the incidence of minimum wage job vacancies. Focusing on the average incidence over the four years, Dublin had the lowest incidence of minimum wage job vacancies among all counties, with 7 per cent of all hourly-paid positions advertised between 2021 and 2024 being a minimum wage job. The two counties with the highest incidence of advertised minimum wage jobs were Donegal (22 per cent) and Sligo (19 per cent). Similar to the earlier analysis, which looked at the country overall, each county also experienced a sharp increase in the incidence of minimum wage vacancies in 2024, following the large minimum wage increase that occurred in that year. In Dublin, for example, the incidence of advertised minimum wage jobs from 2021 to 2023 was between 4 and 6 per cent, but this increased to 12 per cent in 2024.

TABLE 3.2 MINIMUM WAGE VACANCY INCIDENCE, COUNTY AND YEAR, 2021–2024

County	2021	2022	2023	2024	Average (2021–2024)
Carlow	7.70%	10.10%	6.90%	18.90%	10.9%
Cavan	12.00%	11.30%	9.20%	17.00%	12.4%
Clare	7.80%	11.90%	11.10%	16.20%	11.8%
Cork	9.50%	9.10%	8.50%	16.50%	10.9%
Donegal	18.00%	25.40%	14.00%	29.30%	21.7%
Dublin	4.60%	5.20%	4.90%	11.60%	6.6%
Galway	7.40%	10.90%	7.80%	16.50%	10.7%
Kerry	9.60%	15.60%	10.70%	21.80%	14.4%
Kildare	6.90%	7.10%	7.60%	14.70%	9.1%
Kilkenny	9.60%	13.50%	9.20%	22.00%	13.6%
Laois	10.70%	9.30%	7.00%	15.30%	10.6%
Leitrim	8.40%	10.40%	9.40%	21.30%	12.4%
Limerick	7.70%	10.40%	12.40%	16.00%	11.6%
Longford	27.00%	7.60%	5.20%	18.30%	14.5%
Louth	6.20%	11.00%	10.00%	17.70%	11.2%
Mayo	12.50%	12.20%	7.80%	18.10%	12.7%
Meath	9.90%	7.60%	6.20%	13.40%	9.3%
Monaghan	12.90%	13.30%	10.20%	19.70%	14.0%
Offaly	9.40%	6.90%	8.10%	13.20%	9.4%
Roscommon	7.00%	8.10%	9.20%	18.60%	10.7%
Sligo	15.40%	18.50%	22.30%	21.20%	19.4%
Tipperary	12.20%	10.70%	6.70%	19.70%	12.3%
Waterford	10.30%	9.80%	9.40%	17.20%	11.7%
Westmeath	11.00%	12.00%	6.70%	18.90%	12.2%
Wexford	8.10%	12.80%	8.00%	15.40%	11.1%
Wicklow	7.10%	7.30%	6.00%	13.60%	8.5%
N	41,405	56,959	42,827	74,533	215,724

Source: Lightcast data, 2021–2024; authors' calculations.

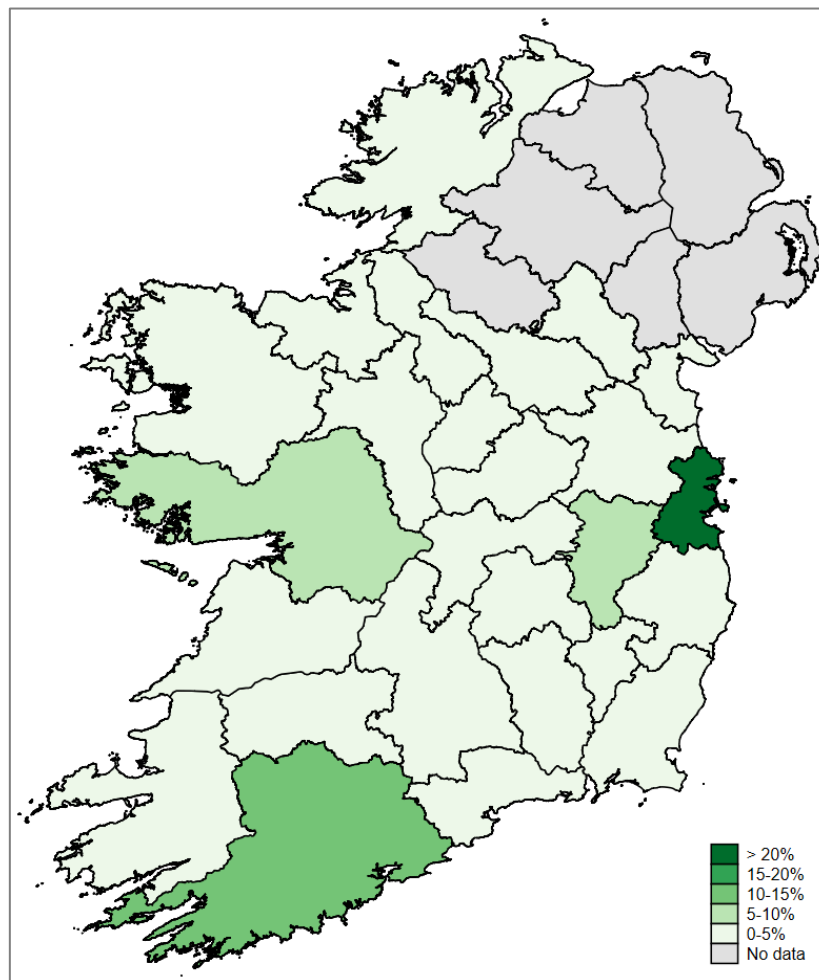
Notes: As we disaggregate the data by county and by year, the analysis covers the period from 2021 onwards due to issues relating to relatively low sample sizes from 2018 to 2020. 'Average' entry for the bottom row (N) is the sum of all vacancies. The 'average' column is a simple mean of the four yearly estimates for each county.

In Figure 3.3, we show how minimum wage vacancies are distributed across Ireland.¹⁴ Just over one-quarter (26.5 per cent) of all advertised minimum wage vacancies were for jobs located in Dublin. Other densely populated counties, including Cork, Galway and Kildare, also have relatively high shares of minimum

¹⁴ Here, we combine all years of data from 2018 to 2024. For the previous analysis in Table 3.2, we were looking at year-specific statistics, and therefore excluded 2018 to 2020 due to small sample sizes. Replicating the map shown in Figure 3.1 using only data from 2021 to 2024 does not change the results.

wage vacancies. For all other counties, minimum wage job advertisements account for less than 5 per cent of all country-wide minimum wage vacancies. Note that, as we are looking at job vacancy data, we can only ascertain the location of each job. Some employees may secure a job in a different location to that where they live and, in some cases, may commute between counties.

FIGURE 3.3 COUNTY SHARE OF MINIMUM WAGE VACANCIES, 2018–2024 (POOLED)



Source: Lightcast data, 2018–2024; authors' calculations.

CHAPTER 4

Characteristics of minimum wage job vacancies

4.1 MINIMUM WAGE OCCUPATIONS

Lightcast data contain information on the occupational classification of job vacancies using the International Standard Classification of Occupations (ISCO) framework. Job vacancies are categorised at multiple levels of granularity; vacancies are categorised from the 1-digit to the 4-digit ISCO level. In Table 4.1, we examine the occupational composition of minimum wage vacancies at the ISCO 3-digit level. The top five occupations alone account for half of all minimum wage vacancies: food preparation assistants (14.0 per cent); waiters and bartenders (12.75 per cent); shop salespersons (11.58 per cent); building and housekeeping supervisors (8.7 per cent); and client information workers (4.9 per cent).

In Table 4.2, we show the same occupational distribution at the more detailed ISCO 4-digit level. Note that ISCO 4-digit is the most detailed occupational classification available and comprises sub-categories of the ISCO 3-digit level. For example, ‘waiters and bartenders’ is an ISCO 3-digit classification. The ISCO 4-digit separates these out further (i.e. ‘bartender’ and ‘waiter’ are separate ISCO 4-digit jobs). In some instances, analysis at the ISCO 4-digit level is not feasible due to the inherently smaller sample sizes associated with some individual occupations within this detailed framework. However, our sample size is sufficient to examine the occupational composition of minimum wage jobs at this level from 2018 to 2024. The following five ISCO 4-digit occupations account for approximately 40 per cent of all minimum wage vacancies: kitchen helpers (13.9 per cent); shop sales assistants (9.8 per cent); bartenders (6.8 per cent); building caretakers (6.4 per cent); and waiters (5.9 per cent).

In Table 4.3, we show the top three minimum wage occupations for each county. As we are disaggregating data by county and job, we show occupations at the ISCO 3-digit level due to small sample sizes for some jobs in some counties at the ISCO 4-digit level. While there is a good deal of consistency in terms of the occupations that tend to appear in the top three lists (e.g. shop salespersons, waiters and bartenders, food preparation assistants), there is some county-level variation. For example, client information workers rank second in Donegal and third in Roscommon. Closer inspection of job vacancies gives insights into these types of minimum wage jobs, which are typically receptionist, call centre worker or customer service representative.¹⁵ Building and housekeeping supervisors

¹⁵ The official International Labour Organisation (ILO) definition of the role of client information worker is as follows: ‘Client Information Workers provide or obtain information in person, by telephone or electronic means such as email in connection with making travel arrangements, describing the products or services of an organization, registering

comprise the number one or number two ranked minimum wage job in Kilkenny, Leitrim, Longford and Tipperary.¹⁶ These types of jobs are typically for cleaners or facility maintenance workers.

TABLE 4.1 OCCUPATIONAL COMPOSITION OF MINIMUM WAGE VACANCIES (ISCO 3-DIGIT CATEGORIES)

ISCO 3-digit category	Freq.	%
Food preparation assistants	3,442	14.00%
Waiters and bartenders	3,135	12.75%
Shop salespersons	2,847	11.58%
Building and housekeeping supervisors	2,150	8.74%
Client information workers	1,209	4.92%
Other sales workers	734	2.98%
Personal care workers in health services	697	2.83%
Assemblers	626	2.55%
Manufacturing, mining, construction and distribution managers	561	2.28%
Sales and purchasing agents and brokers	535	2.18%
Other	8,658	35.20%
Total	24,594	100.00%

Source: Lightcast data, 2018–2024.

and greeting guests and visitors, making appointments, connecting telephone calls and collecting information from survey respondents or applicants for services.'

¹⁶ The majority (98 per cent) of the minimum wage vacancies for 'building and housekeeping supervisors' (ISCO 3-digit) fall under either 'building caretakers' (ISCO 5153) or 'domestic housekeepers' (ISCO 5152), with the remaining 2 per cent being supervisory roles (i.e. ISCO 5151: Cleaning and housekeeping supervisors in offices hotels and other establishments).

TABLE 4.2 OCCUPATIONAL COMPOSITION OF MINIMUM WAGE VACANCIES (ISCO 4-DIGIT CATEGORIES)

ISCO 4-digit category	Freq.	%
Kitchen helpers	3,407	13.85%
Shop sales assistants	2,421	9.84%
Bartenders	1,679	6.83%
Building caretakers	1,582	6.43%
Waiters	1,456	5.92%
Home-based personal care workers	664	2.70%
Assemblers not elsewhere classified	624	2.54%
Domestic housekeepers	554	2.25%
Receptionists (general)	510	2.07%
Commercial sales representatives	475	1.93%
Other	11,222	45.63%
Total	24,594	100%

Source: Lightcast data, 2018-2024.

TABLE 4.3 TOP THREE OCCUPATIONS AMONG MINIMUM WAGE VACANCIES, 2018–2024

County	#1	#2	#3
Carlow	Shop salespersons (N = 40)	Food preparation assistants (N = 32)	Waiters and bartenders (N = 21)
Cavan	Shop salespersons (N = 57)	Waiters and bartenders (N = 44)	Food preparation assistants (N = 32)
Clare	Shop salespersons (N = 81)	Waiters and bartenders (N = 68)	Food preparation assistants (N = 46)
Cork	Food preparation assistants (N = 580)	Waiters and bartenders (N = 401)	Shop salespersons (N = 351)
Donegal	Waiters and bartenders (N = 91)	Client information workers (N = 88)	Building and housekeeping supervisors (N = 78)
Dublin	Food preparation assistants (1,017)	Waiters and bartenders (N = 896)	Shop salespersons (N = 807)
Galway	Waiters and bartenders (N = 259)	Food preparation assistants (N = 247)	Shop salespersons (N = 211)
Kerry	Food preparation assistants (N = 133)	Waiters and bartenders (N = 109)	Shop salespersons (N = 99)
Kildare	Food preparation assistants (N = 196)	Shop salespersons (N = 174)	Building and housekeeping supervisors (N = 146)
Kilkenny	Building and housekeeping supervisors (N = 73)	Food preparation assistants (N = 66)	Waiters and bartenders (N = 61)
Laois	Shop salespersons (N = 39)	Food preparation assistants (N = 27)	Personal care workers in health services (N = 27)

TABLE 4.3 (CONTD.) TOP THREE OCCUPATIONS AMONG MINIMUM WAGE VACANCIES, 2018–2024

County	#1	#2	#3
Leitrim	Building and housekeeping supervisors (N = 20)	Food preparation assistants (N = 20)	Waiters and bartenders (N = 20)
Limerick	Waiters and bartenders (N = 242)	Food preparation assistants (N = 156)	Shop salespersons (N = 139)
Longford	Assemblers (N = 86)	Building and housekeeping supervisors (N = 51)	Shop salespersons (N = 28)
Louth	Food preparation assistants (N = 86)	Waiters and bartenders (N = 80)	Shop salespersons (N = 56)
Mayo	Waiters and bartenders (N = 69)	Shop salespersons (N = 62)	Building and housekeeping supervisors (N = 59)
Meath	Food preparation assistants (N = 124)	Waiters and bartenders (N = 92)	Shop salespersons (N = 78)
Monaghan	Shop salespersons (N = 39)	Food preparation assistants (N = 38)	Personal care workers in health services (N = 36)
Offaly	Shop salespersons (N = 35)	Waiters and bartenders (N = 29)	Food preparation assistants (N = 28)
Roscommon	Other sales workers (N = 28)	Waiters and bartenders (N = 26)	Client information workers (N = 19)
Sligo	Waiters and bartenders (N = 65)	Food preparation assistants (N = 64)	Building and housekeeping supervisors (N = 54)
Tipperary	Shop salespersons (N = 74)	Building and housekeeping supervisors (N = 72)	Waiters and bartenders (N = 60)
Waterford	Food preparation assistants (N = 89)	Shop salespersons (N = 76)	Waiters and bartenders (N = 64)
Westmeath	Shop salespersons (N = 81)	Food preparation assistants (N = 71)	Waiters and bartenders (N = 70)
Wexford	Food preparation assistants (N = 83)	Shop salespersons (N = 76)	Waiters and bartenders (N = 53)
Wicklow	Waiters and bartenders (N = 109)	Food preparation assistants (N = 97)	Shop salespersons (N = 71)

Source: Lightcast data, 2018–2024; authors' elaboration.

4.2 SKILL REQUIREMENTS FOR MINIMUM WAGE JOBS

A useful feature of job vacancy data is that they contain information on the skills and competencies employers are looking for. Using this information, we investigate the types of skills minimum wage workers are required to have in order to perform their jobs. As previously mentioned, in the Lightcast dataset, the skills mentioned in each job advertisement are coded using their open skills taxonomy. By exploiting this variable and implementing a term-frequency method, we identify and rank the most commonly required skills for minimum wage jobs (see Table

4.4). The top three most required skills are ‘customer service’, ‘communication’ and ‘sales’, which are mentioned in approximately 31 per cent, 23 per cent and 19 per cent of all minimum wage vacancies, respectively. These skills appear to be consistent with the occupational composition of minimum wage vacancies, which typically look for customer-facing service roles. Other common skill requirements include proficiency in English, being detail oriented, management, hazard analysis and critical control points (HACCP), cleanliness, merchandising and food safety. These skills are consistent with work associated with the roles of personal services worker and sales worker.

TABLE 4.4 TOP SKILLS FOR MINIMUM WAGE VACANCIES, 2018–2024

Skill name	Skill count	Prevalence
Customer service	7,590	30.9%
Communication	5,593	22.7%
Sales	4,585	18.6%
English language	4,243	17.3%
Detail oriented	3,384	13.8%
Management	2,601	10.6%
HACCP	2,165	8.8%
Merchandising	2,140	8.7%
Cleanliness	2,139	8.7%
Food safety and sanitation	1,804	7.3%
Manual handling	1,564	6.4%
Food preparation	1,563	6.4%
Restaurant operation	1,561	6.3%
Housekeeping	1,533	6.2%
Warehousing	1,440	5.9%

Source: Lightcast data, 2018–2024; authors’ elaboration.
Notes: N = 24,594. HACCP=Hazard analysis and critical control points.

Similar to our analysis on county-level minimum wage occupations, we separately show the top three skills associated with minimum wage vacancies for each county (Table 4.5). There is broad consistency across counties, with some exceptions. For example, in Sligo, ‘packaging and labelling’ appears as the number one required minimum wage skill. Closer inspection of the job advertisement data for Sligo reveals that much of the minimum wage employment is attributed to one recruitment company hiring warehouse workers, thereby increasing demand for this skill.

In Table 4.6, we list the top six minimum wage jobs (identified earlier in Table 4.1) and show the top three skills associated with each of these jobs. While some skills, such as communication and customer service, appear important across different occupations, others are occupation specific. For example, HACCP training is important only for food preparation assistants, while merchandising and stock rotation appears important only for ‘other sales workers’.

TABLE 4.5 TOP SKILLS REQUIRED FOR MINIMUM WAGE POSITIONS BY COUNTY, 2018–2024

County	#1	#2	#3
Carlow	Customer service	Communication	Sales
Cavan	Customer service	English language	Communication
Clare	Customer service	Communication	Sales
Cork	Customer service	Communication	English language
Donegal	Customer service	Communication	Sales
Dublin	Customer service	Communication	Sales
Galway	Customer service	Communication	Sales
Kerry	Customer service	Communication	English language
Kildare	Customer service	Sales	Communication
Kilkenny	Customer service	Communication	English language
Laois	Communication	Sales	Customer service
Leitrim	Communication	Customer service	Sales
Limerick	Customer service	Communication	Sales
Longford	Communication	Detail oriented	Housekeeping
Louth	Customer service	Communication	Detail oriented
Mayo	Communication	Customer service	Sales
Meath	Customer service	Communication	English language
Monaghan	Customer service	Communication	Sales
Offaly	Customer service	Communication	Sales
Roscommon	Customer service	Communication	Sales
Sligo	Packaging and labelling	Customer service	Housekeeping
Tipperary	Customer service	Communication	Sales
Waterford	Customer service	Communication	English language
Westmeath	Sales	Customer service	Communication
Wexford	Customer service	Communication	Sales
Wicklow	Customer service	Communication	English language

Source: Lightcast data, 2018–2024; authors' elaboration.

TABLE 4.6 TOP THREE SKILLS BY MINIMUM WAGE OCCUPATIONS (ISCO 3-DIGIT), 2018–2024

Occupation	#1	#2	#3
Food preparation assistants	HACCP	Food preparation	Customer service
Waiters and bartenders	Customer service	English language	Restaurant operation
Shop salespersons	Sales	Customer service	Communication
Building and housekeeping Supervisors	English language	Housekeeping	Detail oriented
Client information workers	Customer service	Communication	English language
Other sales workers	Merchandising	Sales	Stock rotation

Source: Lightcast data, 2018–2024; authors' elaboration.

Note: HACCP=Hazard analysis and critical control points.

4.3 EXPERIENCE REQUIREMENTS

While job vacancy data provide information on previous experience requirements for some advertised positions, experience is not mentioned in the majority of job advertisements.¹⁷ In such cases, it is not possible to determine whether (i) no

¹⁷ Approximately 80 per cent of minimum wage job advertisements do not mention previous experience, while 60 per cent of higher paid job (over €20 per hour) advertisements have no mention of experience.

experience is necessary for the vacancy or (ii) the information is simply missing from the job description, and the employer does expect some level of experience from the applicant. Therefore, we begin by focusing on the job advertisements that specifically mention previous experience (Table 4.7). Approximately 20 per cent of minimum wage jobs require no previous experience, compared to just 3 per cent of higher paid jobs (above €20 per hour). The majority of minimum wage jobs (almost 80 per cent) require one to three years of previous experience. Very few (just 1 per cent of) minimum wage positions require more than three years of experience, compared to 37 per cent of higher paid jobs.

In Table 1A in the appendix, we include those job advertisements that do not mention experience in any way. This is shown in the ‘no experience listed’ column. While the majority of all jobs do not mention previous experience, this is more prevalent among lower paid jobs. Approximately 80 per cent of minimum wage job vacancies do not mention previous experience, compared to approximately 60 per cent for higher paid jobs (above €20 per hour). Therefore, the lack of any mention of previous experience is, to some extent, likely correlated with the job not requiring any experience.

TABLE 4.7 EXPERIENCE REQUIREMENTS BY WAGE CATEGORY

Wage category	No experience required	1 year	1–3 years	3–5 years	5–10 years	10+ years
Minimum wage	19.5%	44.0%	35.1%	1.0%	0.2%	0.2%
€15–€20	8.4%	29.9%	50.3%	9.6%	1.6%	0.2%
>€20	2.5%	12.2%	48.3%	27.1%	9.2%	0.8%

Source: Lightcast data, 2018–2024; authors’ calculations.

Note: Table 4.7 focuses only on job advertisements that have some mention of previous experience requirements.

4.4 FULL- AND PART-TIME EMPLOYMENT

We examine the type of employment arrangements (full-time or part-time) that are advertised in minimum wage vacancies. Full-time employment is defined by Lightcast as a situation where the advertised hours of work exceed 32 hours per week. In Table 4.8, we compare the incidence of full and part-time employment among minimum wage vacancies compared to higher-paid vacancies. Just 41 per cent of minimum wage job vacancies are for full-time work, compared to 63 per cent of higher-paid vacancies. Some job advertisements specifically mention that both full-time and part-time roles are offered. The incidence of such jobs is higher among minimum wage vacancies (22 per cent) compared to higher paid jobs (16 per cent).

TABLE 4.8 EMPLOYMENT TYPE OF MINIMUM/NON-MINIMUM WAGE VACANCIES, 2018–2024

	Minimum wage vacancies		Non-minimum wage vacancies	
	N	%	N	%
Full-time	10,178	41.4%	155,092	62.6%
Part-time	9,107	37.0%	54,069	21.8%
Full-time/Part-time	5,309	21.6%	38,560	15.6%
Total	24,594	--	247,721	--

Source: Lightcast data, 2018–2024.

Note: Full-time is defined as working over 32 hours per week.

In Table 4.9, we report the distribution of employment types for minimum wage vacancies at county level. The prevalence is similar across different counties, although some display a relatively high share of part-time vacancies, including Carlow, Roscommon, Waterford, Westmeath and Wicklow. Longford has the highest share of full-time minimum wage vacancies among all counties, at 58 per cent. It is notable that Longford also appears quite different to other counties in terms of the type of minimum wage jobs being advertised. We saw from Table 4.3 that the top two minimum wage job vacancies in Longford are for assemblers and building and housekeeping supervisors, which is not typical of minimum wage jobs. Longford is the only county where ‘assemblers’ appears in the top three minimum wage vacancies.

TABLE 4.7 EMPLOYMENT TYPE OF MINIMUM WAGE VACANCIES BY COUNTY, 2018–2024

County	Full-time	Part-time	Full-time/Part-time	N
Carlow	34.0%	45.4%	20.6%	262
Cavan	49.2%	35.8%	15.0%	386
Clare	38.0%	39.4%	22.6%	495
Cork	40.3%	37.2%	22.6%	3,219
Donegal	31.9%	34.9%	33.2%	742
Dublin	44.9%	33.8%	21.3%	6,528
Galway	37.0%	39.1%	23.9%	1,684
Kerry	30.8%	40.8%	28.4%	740
Kildare	46.7%	31.5%	21.8%	1,318
Kilkenny	38.8%	39.0%	22.3%	503
Laois	41.8%	40.8%	17.3%	306
Leitrim	37.9%	41.4%	20.7%	174
Limerick	43.0%	34.8%	22.3%	1,199
Longford	58.1%	34.4%	7.4%	511
Louth	39.7%	37.6%	22.7%	595
Mayo	30.4%	41.0%	28.6%	490
Meath	41.1%	39.9%	19.0%	800
Monaghan	44.9%	37.1%	18.0%	383
Offaly	43.7%	35.4%	20.9%	268
Roscommon	37.8%	42.2%	20.0%	225
Sligo	44.9%	34.9%	20.3%	602
Tipperary	45.4%	40.1%	14.5%	698
Waterford	34.1%	43.6%	22.3%	555
Westmeath	38.9%	44.2%	16.9%	679
Wexford	37.7%	40.6%	21.8%	579
Wicklow	36.0%	43.6%	20.4%	653

Source: Lightcast data, 2018–2024; authors’ calculations.

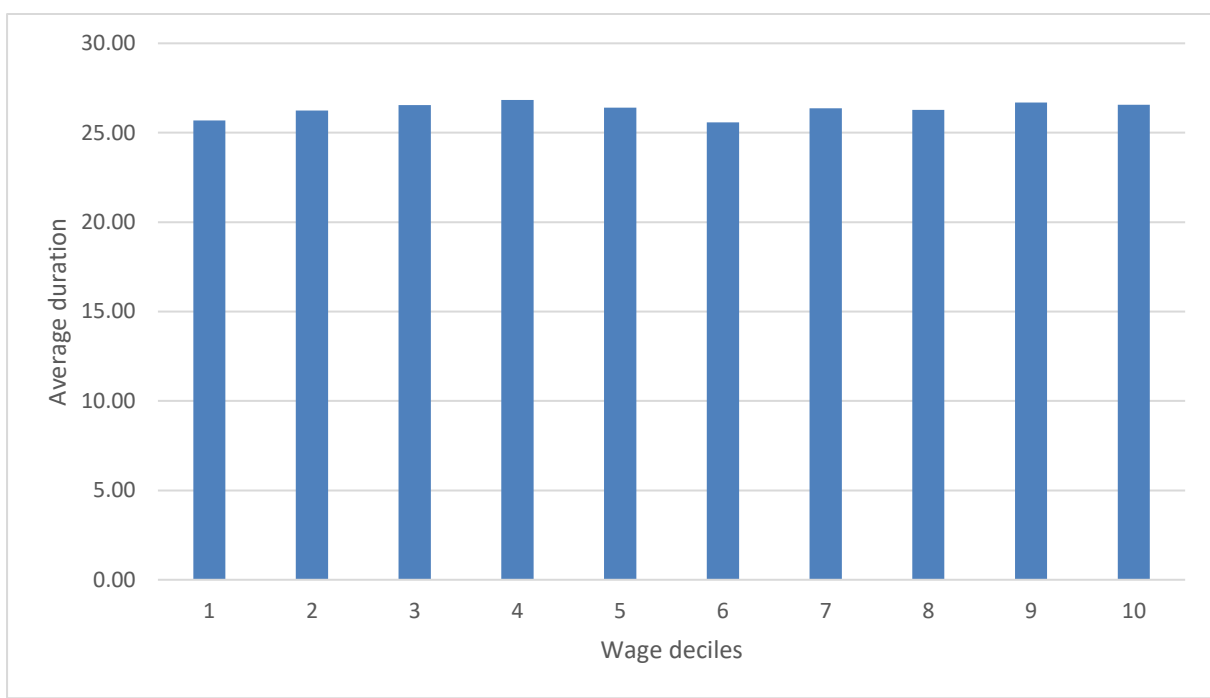
4.5 DURATION OF MINIMUM WAGE VACANCIES

Some employers may face difficulties filling certain types of job openings. This may be due to the inability of firms to attract candidates due to poor wages and working conditions, but it could also be due to a lack of suitably qualified applicants (McGuinness et al., 2018). This can include a lack of candidates with soft skills, such as communication and interpersonal skills (Cedefop, 2014). In order to investigate the difficulty involved in filling minimum wage vacancies, we look at the length of time such jobs are advertised online. Generally, employers aim to fill vacancies as quickly as possible to alleviate administrative burden and to minimise periods where key personnel or skills are lacking within the organisation. If a job posting was open for a long period of time, this suggests that the employer may have experienced difficulties in finding a suitable candidate. Therefore, online duration can be seen as a proxy for difficult-to-fill vacancies.

Lightcast has information on the number of days that vacancies are posted online, allowing us to compare this duration for minimum wage vacancies versus non-minimum wage vacancies. However, it is important to outline precisely how Lightcast calculated job vacancy duration. For job vacancies that are comprised of just one advertisement, the online duration is determined by the period between the date on which the advertisement was posted and the date it was taken down. However, Lightcast impose a maximum duration cutoff at 60 days, meaning no vacancy derived from one advertisement has a duration of over 60 days. Moreover, some job vacancies can be made up of multiple advertisements (i.e. multiple advertisements over time, but for the same position). For vacancies that are derived from two or more advertisements, Lightcast matches the earliest possible posting date to the latest possible expiry date to determine the online duration. In the case of multiple advertisements for the same job, Lightcast impose a cutoff of 121 days, meaning no vacancy exceeds 121 days in the data.

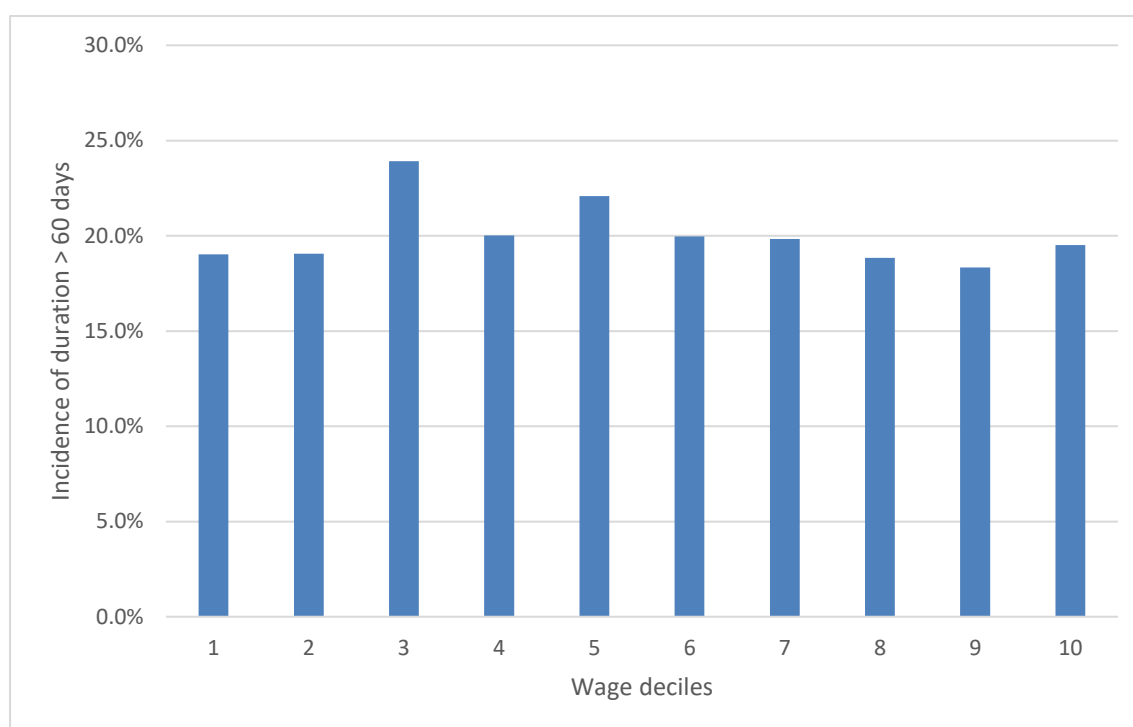
Given the methodology used by Lightcast to determine job durations, and the associated cutoffs that are imposed, we measure online duration using two approaches. First, we focus on job vacancies with a duration of less than 60 days, and calculate the average number of days that such job vacancies remained online. For minimum wage jobs, the average duration using this measure is 25.4 days, compared to 26.4 days for higher paid jobs. To provide more detail on how this varies across the wage distribution, we plot the average duration for each wage decile in Figure 4.1 below. We see that duration is very similar across the wage distribution, with an average duration of approximately 25 days for job advertisements in each wage decile.

FIGURE 4.1 AVERAGE JOB DURATION ACROSS WAGE DECILES (JOBS ONLINE < 60 DAYS), 2018–2024



Source: Lightcast data, 2018–2024; authors’ elaboration.

Second, we calculate the percentage of jobs with a duration of more than 60 days across wage deciles (Figure 4.2). Approximately 18 per cent of minimum wage vacancies had a duration greater than 60 days, compared to 20 per cent for higher paid jobs. In Figure 4.2 below, we show how this varies by wage decile. The percentage of vacancies advertised for more than 60 days in the lowest deciles is similar to that found for the highest deciles. There is a slightly higher share of job vacancies above 60 days for jobs in the middle of the posted wage distribution, particularly deciles three (24 per cent) and five (22 per cent). Overall, the duration analysis shows that the time it takes to fill minimum wage positions is similar to that for higher paid jobs.

FIGURE 4.2 HIGH JOB DURATION (> 60 DAYS) INCIDENCE ACROSS WAGE DECILES, 2018–2024

Source: Lightcast data, 2018–2024; authors' elaboration.

Notes: 'High job duration' is a dummy variable that is equal to 1 when the job posting duration is higher than 60 days, 0 otherwise. Wage decile 1 – lowest earners; wage decile 10 – highest earners.

4.6 LARGE MINIMUM WAGE EMPLOYERS IN IRELAND

Another feature of this job vacancy dataset, one which is not available from traditional survey data, is that it identifies the employers concerned. We use these data to profile the top minimum wage employers in Ireland. To preserve the anonymity of specific employers, we do not mention the exact company name, but rather their primary business activity (e.g. petrol station, restaurant, etc.). In Table 4.8, we list the top 20 minimum wage employers, based on the total number of minimum wage job jobs that they advertised for over the time period under consideration (2018–2024). For each employer, we also show the percentage of their overall job vacancies that are advertised at the minimum wage (the 'minimum wage intensity' column), as well as the types of jobs for which they typically recruit (the 'vacancy details' column).

TABLE 4.8 TOP MINIMUM WAGE EMPLOYERS (2018–2024)

Rank	Minimum wage vacancies	Minimum wage intensity	Primary business activity	Vacancy details
#1	254	10.8%	Catering, facilities management	Caterers, service staff, cleaners
#2	189	58.5%	Retail (electrical goods)	Sales assistants, administrative assistants, warehouse workers, drivers, installers
#3	177	71.7%	Retail (fashion jewellery)	Sales assistants, drivers
#4	150	16.5%	Petrol station	Caterers, sales assistants
#5	145	76.3%	Retail (online)	Sales assistants, warehouse workers
#6	145	48.7%	Telecommunications services	Sales assistants
#7	139	37.3%	Catering	Service staff, cleaners, caterers, sales assistants
#8	118	80.8%	Catering	Service staff, cleaners, caterers, drivers
#9	102	54.3%	Restaurant	Caterers, service staff, cleaners
#10	88	12.7%	Hotel/tourism resort	Receptionists, lifeguards, caterers, cleaners, service staff
#11	88	21.4%	Catering	Caterers
#12	79	40.1%	Café/restaurant	Sales assistants
#13	79	79.0%	Retail (clothing)	Sales assistants, seasonal staff
#14	63	32.8%	Residential care services	Receptionists, housekeeping, catering, healthcare assistants
#15	63	94.0%	Retail (footwear)	Sales assistants, administrative assistants, warehouse workers
#16	63	52.1%	Catering	Sales assistants, caterers
#17	61	24.3%	Cleaning services	Cleaners
#18	59	33.7%	Courier service	Warehouse workers
#19	58	74.4%	IT consultant	Customer service workers
#20	53	62.4%	Café/restaurant	Caterers, service staff

Source: Lightcast 2018–2024; authors' calculations.

Note: 'Minimum wage intensity' refers to the percentage of all vacancies posted by that company that were minimum wage vacancies.

From 2018 to 2024, the top minimum wage employer in Ireland, with a total of 254 minimum wage vacancies, was a catering and facilities management company. The minimum wage vacancies were primarily for caterers, service staff and cleaners. Just over 10 per cent of this employer's posted vacancies were advertised at the minimum wage over this time period. The seventh largest minimum wage employer in the list, also a catering company, tend to hire very short-term positions, often for specific events or 'gigs', and advertise a larger share of vacancies (37 per cent) at the minimum wage. An additional three catering firms are in the top 20 list, ranked eighth, eleventh and sixteenth.

Five of the top minimum wage employers are retailers. However, note that the retailer listed as the fifth largest minimum wage employer no longer operates in Ireland, and posted no vacancies in 2024. The sixth largest minimum wage employer is a telecommunications service provider, which recruits minimum wage employees as sales assistants.

There is one large petrol station franchise that features among the top minimum wage employers. Note that 16 per cent of all vacancies for this employer relate to minimum wage vacancies. Closer inspection reveals that, prior to 2024, this employer did not hire at the minimum wage rate. However, in 2024, following the latest minimum wage increase of 12 per cent, approximately three-quarters of all of their advertised vacancies were at the 2024 minimum wage rate. This is consistent with our earlier analysis of the wage distribution, which indicated significant wage compression at the lower end of the distribution following the 2024 minimum wage increase.

There is one residential care service provider that features in the list of top minimum wage employers in Ireland. This is a large nursing home provider, consisting of multiple care facilities across the country. The types of minimum wage jobs advertised by this employer include receptionist, housekeeper, caterer and healthcare assistant. There is one large hotel/tourism resort among the top 20 minimum wage employers, which hires minimum wage staff in occupations including receptionist, lifeguard, caterer, cleaner and service staff.

4.7 COVID-19 AND THE BUSINESS CYCLE

Our dataset spans the years 2018 to 2024 and therefore includes the COVID-19 pandemic period. In March 2020, the Irish Government introduced a range of public health restrictions to curb the spread of COVID-19. Many firms were forced to close, particularly in the tourism, accommodation and food and retail sectors. Public health restrictions varied in severity over time, ultimately being lifted in early 2022. Following this, the Irish economy recovered quickly, returning to near-full employment and strong economic growth.

The COVID-19 pandemic had the potential to impact minimum wage vacancies in a number of ways. First, it could have altered the composition of minimum wage vacancies. For example, firms may have been more likely to hire minimum wage workers in occupations more conducive to physical distancing restrictions (e.g. delivery drivers, packaging workers). The incidence of minimum wage vacancies could also have been impacted if fewer minimum wage jobs were advertised relative to higher paid jobs during the pandemic period.

Much of our analysis is already broken down by year, meaning that pandemic-specific impacts should be apparent in the estimates for 2020 and 2021 (and partially in 2022). The incidence of minimum wage job vacancies does not appear to be substantially different during the pandemic period. For example, in 2020 and 2021, the incidence was 5.9 per cent and 7.2 per cent respectively. This compares to an incidence of 7.4 per cent in 2023.

Some of the analysis presented in this report involves pooling vacancies across years due to small sample sizes. For this analysis, pandemic-specific effects would not be apparent as we do not show separate statistics for each year. To investigate whether the COVID-19 pandemic period was impacting these results, we focus on the sub-sample of vacancies posted during non-pandemic periods (January 2018–February 2020 and June 2022–December 2024) and re-estimate our pooled figures for comparison. In Tables 2A–6A in the appendix, we exclude the COVID-19 time periods, and show results for the most common minimum wage occupations and skills, as well as experience requirements and the incidence of part-time and full-time employment. All of the results are consistent with our baseline estimates. Excluding the COVID-19 time periods does not change the top three most minimum wage occupations (kitchen helper, shop sales assistant, bartender, building caretaker and waiter – see Table 3A). The top five minimum wage skills are also unchanged (customer service, communication, sales, English language, detail oriented – see Table 4A). Table 6A shows that, excluding the COVID-19 period, 38.5 per cent of vacancies for minimum wage jobs were advertised as part-time positions, compared to 37 per cent for our baseline sample. Therefore, the COVID-19 period did not seem to significantly alter the types of jobs, skills, or working conditions associated with minimum wage vacancies.

It is also worth noting that business cycle dynamics could impact job vacancies. During periods of economic contraction, firms typically have fewer vacancies and therefore advertise fewer jobs online than they would during periods of economic growth. Furthermore, the composition of online vacancies may differ in recessions when compared to growth periods. However, the time span covered in our data, and in particular its non-pandemic periods (January 2018–February 2020 and June 2022–December 2024), is characterised by strong economic growth and near-full

employment.¹⁸ Therefore, any observed patterns or trends in the data over this period are unlikely to be driven by business cycle dynamics.

¹⁸ See Figure 1A in the appendix.

CHAPTER 5

Conclusions

In this report, we examine online labour demand for minimum wage positions in Ireland between 2018 and 2024. Using job vacancy data from Lightcast, we identify the incidence of minimum wage vacancies over time. On average, minimum wage vacancies accounted for approximately 8 per cent of all vacancies between 2018 and 2024. However, this figure doubled in 2024, to over 15 per cent, following an increase in the minimum wage from €11.30 to €12.70 per hour. We also document between-county differences in the demand for minimum wage employment over time. Between 2021 and 2024, the share of online vacancies that posted minimum wage salaries ranged from 7 per cent of vacancies in Dublin to over 22 per cent of vacancies in Donegal. This has implications for minimum wage policy, highlighting distinct spatial differences in labour market composition across counties.

We find that the most common minimum wage occupations between 2018 and 2024 were: caterer (i.e. food preparation assistants); service staff (i.e. waiter and bartender); retail sales worker (i.e. sales worker); and cleaner (i.e. building and housekeeping supervisor). There is some county-level variation. For example, client information worker ranks second among minimum wage occupation in Donegal. Those working in this role are typically receptionists, call centre workers or customer service representative jobs. Building and housekeeping supervisor is ranked either first or second among minimum wage jobs in Kilkenny, Leitrim, Longford and Tipperary. Jobs in this category are typically cleaners and facility maintenance workers.

We also identify and rank the most commonly required skills for minimum wage jobs. The top three most required skills are ‘customer service’, ‘communication’ and ‘sales’, which are mentioned in approximately 31 per cent, 23 per cent and 19 per cent of all minimum wage vacancies, respectively. Other common skill requirements include proficiency in English, being detail oriented, management, hazard analysis and critical control points (HACCP), cleanliness, merchandising and food safety.

Our analysis highlights differences in experience requirements for minimum wage job vacancies compared to higher paid positions. Of the vacancies that list experience requirements, approximately 20 per cent of minimum wage vacancies require no previous experience, compared to just under 3 per cent for vacancies with an advertised hourly wage above €20 per hour. Approximately 80 per cent of minimum wage vacancies require between one and three years previous experience. Minimum wage jobs are also more likely to be advertised as part-time positions.

In recent years, Ireland has experienced very low unemployment. In a tight labour market, employers often report that vacancies are harder to fill. This can be due to the inability of firms to attract candidates due to poor wages and working conditions, but it can also be due to a lack of suitably qualified candidates. To investigate the extent to which minimum wage vacancies are difficult to fill, we use a measure of how long jobs were advertised online. As employers generally aim to fill vacancies as quickly as possible, a job posting that stays open for a long period of time may indicate a hard-to-fill vacancy. Our analysis suggests that minimum wage positions are no more difficult (or easy) to fill than higher paid jobs, as the time it takes to fill each type of job is very similar.

Our results represent the first body of evidence on the characteristics of the largest minimum wage employers in Ireland, as measured by the number of minimum wage vacancies posted online. The top 20 minimum wage employers were found to typically operate in catering services, retail or hospitality. Broadly, these employers were hiring catering staff, service staff, sales assistants, cleaners, packaging assistants or administrative staff at the minimum wage. Other top minimum wage employers included a residential care service provider and an IT firm. Types of minimum wage jobs advertised by the residential care provider typically included receptionist, housekeeping staff, catering staff and healthcare assistant. The IT firm recruited customer service representatives at the minimum wage.

Finally, it is important to note that our analysis covers the years 2018 to 2024. This period was characterised by low unemployment and strong economic growth, albeit with some disruption arising from the COVID-19 pandemic. It is possible that, were we to carry out the same analysis during a recessionary period, the incidence and types of minimum wage jobs would be different.

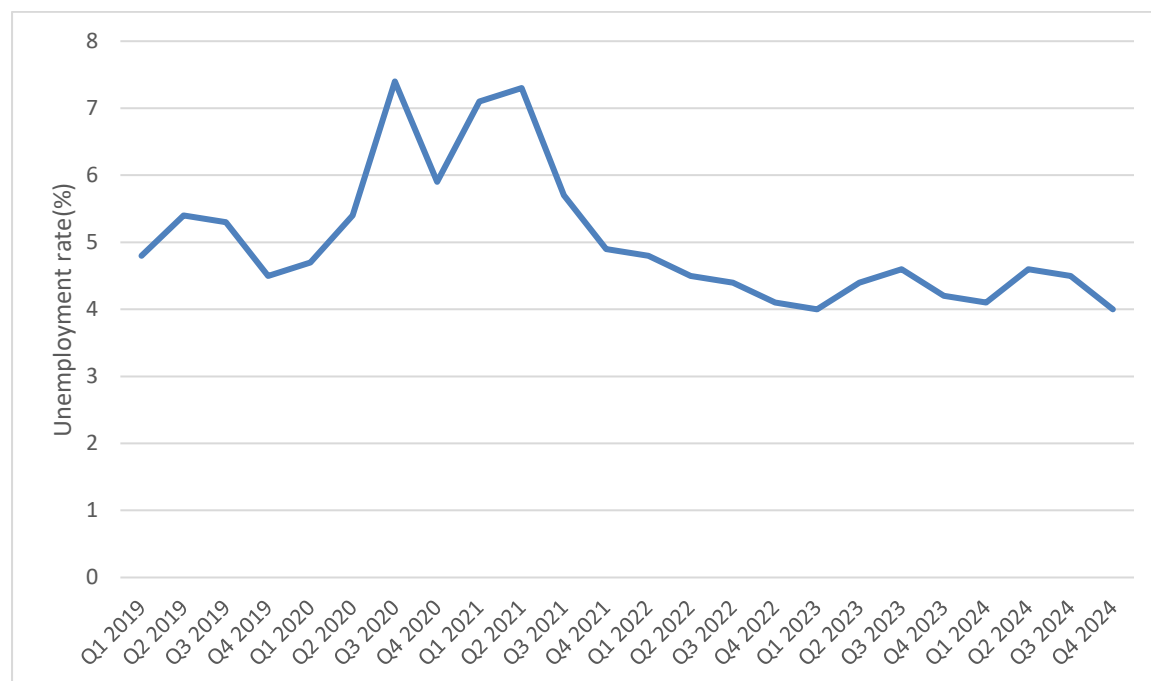
REFERENCES

- Acemoglu, D., D. Autor, J. Hazell and P. Restrepo (2022). 'Artificial intelligence and jobs: Evidence from online vacancies', *Journal of Labor Economics*, Vol. 40, S1, pp. 293–S340.
- Andrieu, E. and M. Kuczera (2023). 'Minimum wage and skills: Evidence from job vacancy data', The Productivity Institute, Working Paper No. 34.
- Azar, J., E. Huet-Vaughn, I. Marinescu, B. Taska and T. Von Wachter (2023). 'Minimum wage employment effects and labour market concentration', *Review of Economic Studies*, p.rdad091.
- Borgonovi, F., F. Calvino, C. Criscuolo, J. Nania, J. Nitschke, L. O'Kane, L. Samek and H. Seitz (2023). *Emerging trends in AI skill demand across 14 OECD countries*, OECD Artificial Intelligence Papers, No. 2, Paris: OECD Publishing, <https://doi.org/10.1787/7c691b9a-en>.
- Caliendo, M., L. Wittbrodt and C. Schröder (2019). 'The causal effects of the minimum wage introduction in Germany – An overview', *German Economic Review*, Vol. 20, No. 3, pp. 257–292.
- Card, D. and A.B. Krueger (1993). 'Minimum wages and employment: A case study of the fast food industry in New Jersey and Pennsylvania', *The American Economic Review*, Vol. 84, No. 4.
- Cedefop (2014). 'Skill mismatch: More than meets the eye', Cedefop briefing note, Cedefop: Thessaloniki.
- Cengiz, D., A. Dube, A. Lindner and B. Zipperer (2019). 'The effect of minimum wages on low-wage jobs', *The Quarterly Journal of Economics*, Vol. 134, No. 3, pp. 1405–1454.
- Cengiz, D., A. Dube, A. Lindner and D. Zentler-Munro (2022). 'Seeing beyond the trees: Using machine learning to estimate the impact of minimum wages on labor market outcomes', *Journal of Labor Economics*, Vol. 40, S1, pp. S203–S247.
- Clemens, J., L.B. Kahn and J. Meer (2021). 'Dropouts need not apply? The minimum wage and skill upgrading', *Journal of Labor Economics*, Vol. 39, S1, pp. 107–S149.
- Dickens, R., R. Riley and D. Wilkinson (2015). 'A re-examination of the impact of the UK national minimum wage on employment', *Economica*, Vol. 82, No. 328, pp. 841–864.
- Dube, A. (2019). *Impacts of minimum wages: Review of the international evidence. Independent report*, UK government publication, OGL.
- Dube, A., L. Giuliano and J. Leonard (2019). 'Fairness and frictions: The impact of unequal raises on quit behavior', *American Economic Review*, Vol. 109, pp. 620–63.
- Giupponi, G., R. Joyce, A. Lindner, T. Waters, T. Wernham and X. Xu (2024). 'The employment and distributional impacts of nationwide minimum wage changes', *Journal of Labor Economics*, Vol. 42, S1, pp. S293–S333.
- Hershbein, B. and L.B. Kahn (2018). 'Do recessions accelerate routine-biased technological change? Evidence from vacancy postings', *American Economic Review*, Vol. 108, No. 7, pp. 1737–1772.

- Holtemöller, O. and F. Pohle (2020). 'Employment effects of introducing a minimum wage: The case of Germany', *Economic Modelling*, Vol. 89, pp. 108–121.
- Kreiner, C.T., D. Reck and P.E. Skov (2020). 'Do lower minimum wages for young workers raise their employment? Evidence from a Danish discontinuity', *Review of Economics and Statistics*, Vol. 102, No. 2, pp. 339–354.
- McGuinness, S., K. Pouliakas and P. Redmond (2018). 'Skills mismatch: Concepts, measurement and policy approaches', *Journal of Economic Surveys*, Vol. 32, No. 4, pp. 985–1015.
- McGuinness, S. and P. Redmond (2019). 'The impact of a minimum-wage increase on temporary-contract workers', *Fiscal Studies*, Vol. 40, pp. 149–173.
- Modestino, A.S., D. Shoag and J. Ballance (2016). 'Downskilling: Changes in employer skill requirements over the business cycle', *Labour Economics*, Vol. 41, pp. 333–347.
- Neumark, D. and W.L. Wascher (2007). 'Minimum wages and employment', *Foundations and Trends® in Microeconomics*, Vol. 3, No. 1–2, pp. 1–182.
- OECD (2023). *Skills for the digital transition: Assessing recent trends using big data*, OECD Publishing, Paris, <https://doi.org/10.1787/38c36777-en>.
- Otterby, D., A. Crawley and T. Gabe (2024). 'Effects of the minimum wage on US county labor markets', *Regional Science Policy & Practice*, Vol. 16, No. 5, 100008.
- Redmond, P., K. Doorley and S. McGuinness., 2021. 'The impact of a minimum wage change on the distribution of wages and household income', *Oxford Economic Papers*, Vol. 73, No. 3, pp. 1034–1056.
- Redmond, P. and S. McGuinness (2024). 'The impact of a minimum wage increase on hours worked: Heterogeneous effects by gender and sector', *Economica*, Vol. 92, No. 365.
- Redmond, P., E. Staffa, K. Ciprikis, S. McGuinness and O. Gilmore (2023). *Sub-minimum wages in Ireland*, ESRI Research Series 167, Dublin: ESRI.
- Sostero, M. and E. Fernández-Macías (2021). *The professional lens: What online job advertisements can say about occupational task profiles*, Seville: European Commission, JRC125917.
- Vermeulen, W. and F.G. Amaros (2024). *How well do online job postings match national sources in European countries?: Benchmarking Lightcast data against statistical and labour agency sources across regions, sectors and occupation*.
- Whelan, A., S. McGuinness, E. Staffa and P. Redmond (2024). *Skill requirements for emerging technologies in Ireland*, ESRI Research Series 191, Dublin: ESRI, <https://doi.org/10.26504/rs191>.

APPENDIX

FIGURE 1A QUARTERLY UNEMPLOYMENT RATE (2018–2024, CSO)



Source: CSO: PxStat Table QLF02, extracted 25 February 2024.

TABLE 1A EXPERIENCE REQUIREMENTS BY WAGE CATEGORY (INCLUDES 'NO EXPERIENCE LISTED')

Wage category	No experience required	1 year	1–3 years	3–5 years	5–10 years	> 10 years	No experience listed	N
Minimum wage	3.3%	8.4%	6.1%	0.2%	0.1%	0.0%	81.8%	24,594
€15–€20	2.3%	9.2%	16.9%	3.6%	0.6%	0.1%	67.3%	41,142
> €20	1.0%	4.9%	18.8%	11.3%	4.2%	0.4%	59.4%	43,981

Source: Lightcast data, 2018–2024; authors' elaboration.

TABLE 2A MOST COMMON MINIMUM WAGE OCCUPATIONS (NON-COVID-19 SAMPLE, ISCO 3-DIGIT)

ISCO 3-digit category	Freq.	%
Food preparation assistants	2,787	15.0%
Waiters and bartenders	2,596	14.0%
Shop salespersons	2,200	11.9%
Building and housekeeping supervisors	1,712	9.2%
Client information workers	730	3.9%
Other sales workers	521	2.8%
Personal care workers in health services	517	2.8%
Manufacturing, mining, construction and distribution managers	465	2.5%
Assemblers	423	2.3%
Sales and purchasing agents and brokers	418	2.3%
Other	6,184	33.3%
Total	18,553	

Source: Lightcast; authors' calculations.

TABLE 3A MOST COMMON MINIMUM WAGE OCCUPATIONS (NON-COVID-19 SAMPLE, ISCO 4-DIGIT)

ISCO 4-digit category	Freq.	%
Kitchen helpers	2,754	14.8%
Shop sales assistants	1,862	10.0%
Bartenders	1,433	7.7%
Building caretakers	1,329	7.2%
Waiters	1,163	6.3%
Home-based personal care workers	499	2.7%
Assemblers not elsewhere classified	421	2.3%
Commercial sales representatives	373	2.0%
Receptionists (general)	371	2.0%
Domestic housekeepers	370	2.0%
Other	7,978	43.0%
Total	18,553	

Source: Lightcast; authors' calculations.

TABLE 4A MOST DEMANDED SKILLS IN MINIMUM WAGE VACANCIES (NON-COVID-19 SAMPLE)

Skill name	Skill count	%
Customer service	5,824	23.7%
Communication	4,256	17.3%
Sales	3,486	14.2%
English language	3,194	13.0%
Detail oriented	2,698	11.0%
Management	1,853	7.5%
Cleanliness	1,745	7.1%
Merchandising	1,638	6.7%
HACCP	1,583	6.4%
Food safety and sanitation	1,414	5.7%
Food preparation	1,292	5.3%
Restaurant operation	1,224	5.0%
Positivity	1,143	4.6%
Housekeeping	1,138	4.6%
Multitasking	1,117	4.5%

Source: Lightcast; authors' calculations.

Note: HACCP=Hazard analysis and critical control points.

TABLE 5A EXPERIENCE REQUIREMENTS ACROSS WAGE BANDS (NON-COVID-19 SAMPLE)

Wage category	No experience required	1 year	1-3 years	3-5 years	5-10 years	10+ years	No experience listed	N
Minimum wage	3.6%	8.1%	6.5%	0.2%	0.0%	0.0%	81.5%	18,553
€15-€20	2.7%	9.4%	15.9%	3.0%	0.5%	0.1%	68.4%	29,796
>€20	1.0%	4.8%	19.0%	10.7%	3.6%	0.3%	60.5%	31,422

Source: Lightcast; authors' calculations.

TABLE 6A EMPLOYMENT TYPE (MINIMUM WAGE AND NON-MINIMUM WAGE VACANCIES, NON-COVID-19 SAMPLE)

Employment type	Minimum wage vacancies		Non-minimum wage vacancies	
	N	%	N	%
Full-time (> 32 hours)	7,478	40.3%	99,891	62.1%
Part-time (<= 32 hours)	7,145	38.5%	35,405	22.0%
Part-time/Full-time	3,930	21.2%	25,574	15.9%
Total	18,553	100.0%	160,870	100.0%

Source: Lightcast; authors' calculations.