



NYCI BRIEFING PAPER 1

Quality Work Section of the National Survey of Young People

INTRODUCTION:

The National Youth Council of Ireland commissioned Red C in January 2017 to conduct a national survey of young people between the ages of 18 and 29 to ascertain their attitudes, aspirations, and concerns about a range of issues in 2017.

The purpose of this research was to gain a better understanding of their lives as it currently stands as well as their behaviours and attitudes. This briefing paper is the first of a series which will be published over the coming months on a range of themes including employment support, voter registration and return migration.

CONTEXT

NYCI has published reports and campaigned on issues related to precarious employment, which particularly impacts on young people. In 2015 we published a detailed report on the National Internship Programme, JobBridge “Stepping Stone or Dead End” exploring the experience of young people participating on the scheme. We have also supported increases in the minimum wage and called for the abolition of the sub-minimum rates which impact on young workers. In recent years growing evidence and anecdotal experience indicates that the prevalence of precarious work in the form of “if and when contracts”, temporary employment, part time work and internships is growing. NYCI sought as part of a wider survey of young people’s experience and attitudes to quantify the extent of precarious work in Ireland. The results of this survey will feed into our ongoing work on this issue.

CURRENT EMPLOYMENT

NATURE OF CONTRACTS

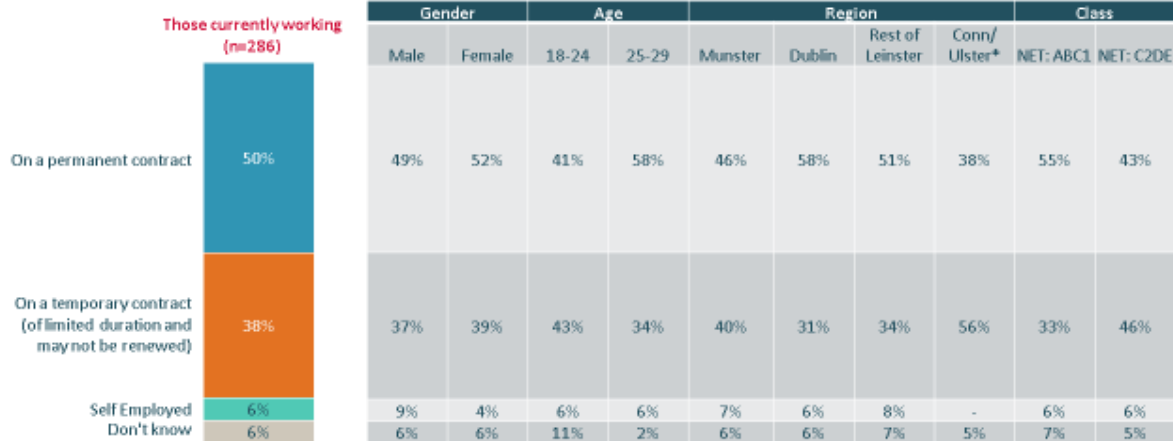
- 50% of young people aged 18-29 on a permanent contract, 38% on a temporary contract, 6% self-employed and 6% don’t know
- Those aged 18-24 were more likely to be on a temporary contract, 43% were on a temporary contract compared to those on a permanent contract.

- Among those aged 25-29, 58% were on a permanent contract compared to 34% on a temporary contract
- Those in the C5DE socio-economic category 46% were on a temporary contract compared to 43% on a permanent contract, whereas in the ABC1 socio-economic category, 55% were on a permanent contract compared to just 33% on a temporary contract.
- 58% of those in Dublin were on a permanent contract with 31% on a temporary contract, whereas in Munster only 46% were on a permanent contract with 40% on a temporary contract.

Nature of Current Employment – I

(Base: All Respondents working full or part time, n=286)

* - Caution – Small Base



DURATION OF CONTRACTS

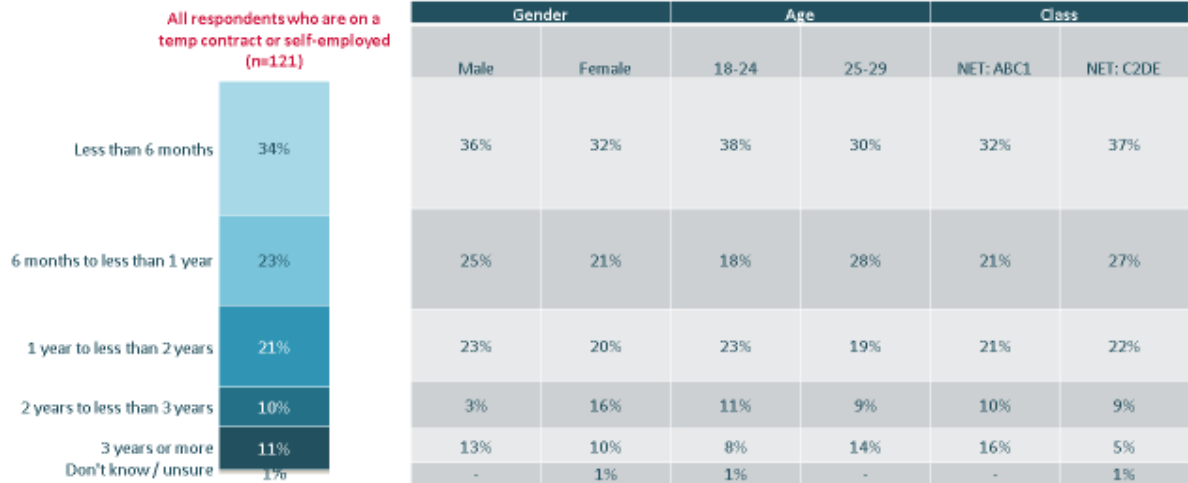
- 34% of contracts were for less than 6 months, 23% were for 6 months to a year, 21% for a year to 2 years and the balance of 21% were for 2 years or more.
- Males, those aged 18-24 years and those in the C2DE socio-economic category were more likely to be on contracts of 6 months or less.

See slide overleaf

Contract Renewals – II

(Base: All Respondents who are on a temp contract or self employed, n=121)

Too Small to show regional Breakdown



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27

ATTITUDES TO TEMPORARY CONTRACTS

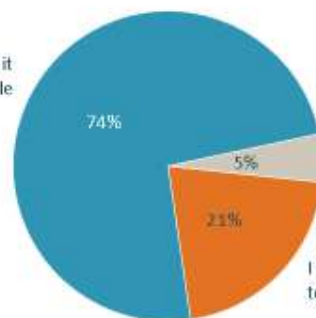
- 74% accepted a temporary contract as it was the only one available, while 21% were actively seeking a temporary contract.

Temporary Contracts

(Base: All Respondents Who are on a Temporary Contract, n=105)

Q.13b Before joining your current employer, why did you agree to a temporary contract?

I took a temporary contract as it was the only one available



Can't remember/
Don't know

I was actively seeking a
temporary contract



A temporary contract being the only one available is a key reason for their uptake, with just 21% of those on a temporary contract saying they had actively been seeking one.

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Q.13b

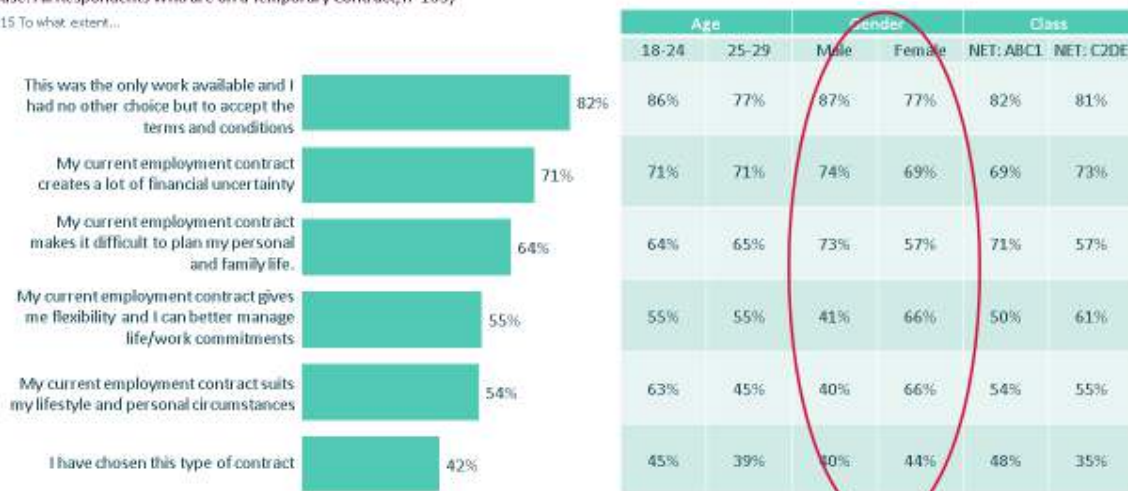
28

- 82% agreed that this was the only work available and they had no other choice but to accept the terms and conditions. Young male workers and those aged 18-24 were more likely to agree with this.
- 71% agreed that their current employment contract creates a lot of financial uncertainty-no great variance across age, gender or social class
- 64% agreed that their current employment contract makes it difficult to plan personal and family life, this response was higher among males and those in the ABC1 socio-economic category.
- 55% agreed that their current contract gives them flexibility and they can better manage life and family commitments
- There are significant gender differences with 66% of females agreeing compared to just 41% males.
- 54% agreed that the contract suits my lifestyle/personal circumstances
- Again there were significant gender differences with two-thirds of females agreeing compared to just 40% of males. Also there was a significant difference among the age groups, 63% of those aged 18-24 years agreed compared to just 45% of those aged 25-29 years.
- 42% agreed had chosen this contract, with those in the higher socio-economic group more likely to agree.

Attitudes to Temporary Contracts (excl. Don't Know)

{Base: All Respondents Who are on a Temporary Contract, n=105}

Q.15 To what extent...



Further, 82% of those expressing an opinion with this type of contract say they had no other choice to accept these terms and conditions. Conversely, half of those on these contracts say that it does suit their current lifestyle.



FULL AND PART TIME WORK & HOURS CERTAINTY

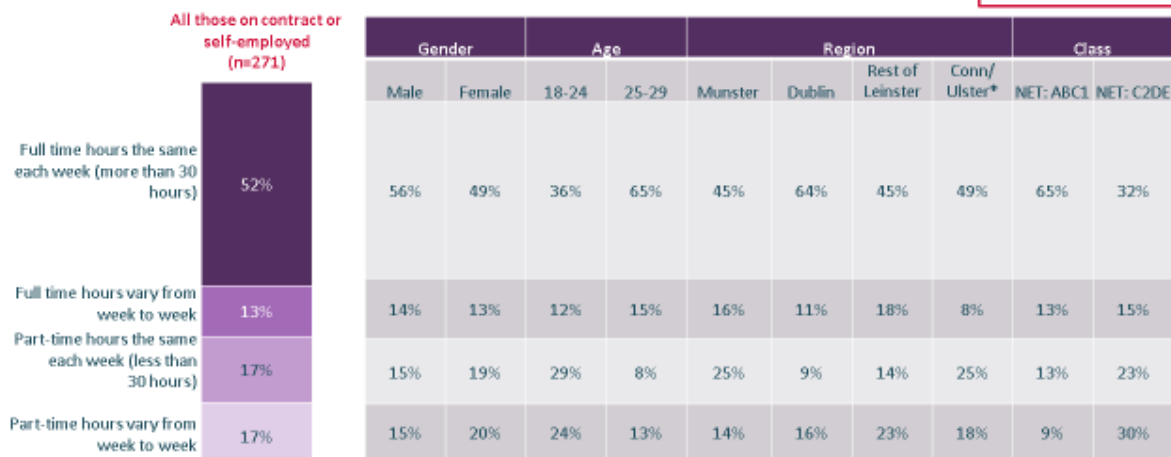
- 52% had full time work with the same hours each week.
- Women, those aged 18-24, those living outside Dublin less likely to have full time work/same hours each week.
- Major difference in social class-65% of those in the ABC1 socio economic category had full time/same hours work compared to just 32% in C2DE category
- 13% had full time work but this varied from week to week, there is no great variance among all categories.
- 17% had part-time work with the same hours each week-higher % among women, those aged 18-24, outside Dublin and in the C2DE socio-economic category.
- 17% had part-time work with hours which varied from week to week-higher among women, younger workers.
- Major differences on this question among the social classes, 30% among C2DE compared to 9% among ABC1

See slide overleaf

Nature of Current Employment – II

(Base: All Respondents on contract or self-employed, n=271)

* - Caution – Small Base



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24

EMPLOYMENT PROSPECTS

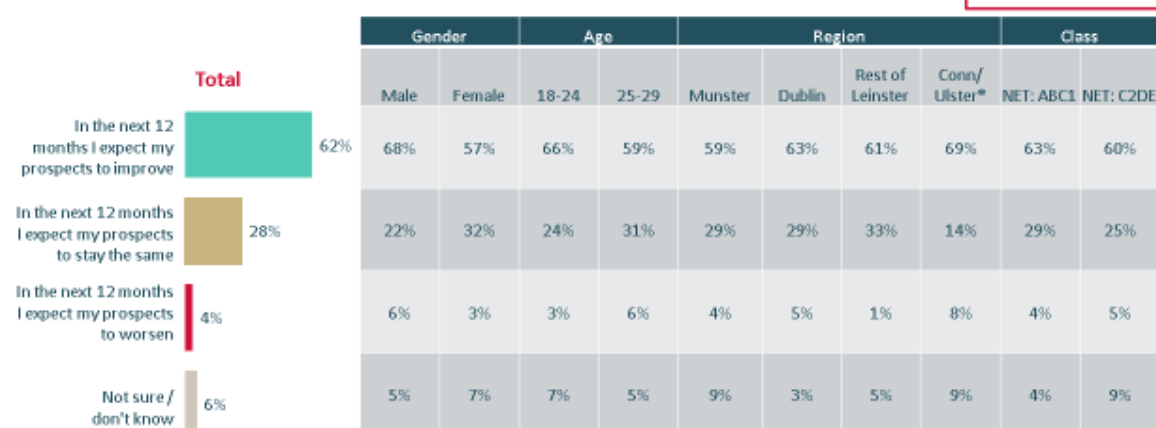
- Almost 2/3rd of respondents expect their employment prospects to improve in the next 12 months with 28% expecting prospects to stay the same and just 4% expecting their prospects to worsen.
- Males, those aged 18-24, those living in Dublin and the ABC1 are marginally more optimistic

Employment Prospects

(Base: All Respondents working full or part time, n=286)

Q.16 To what extent, if at all, do you expect your employment prospects to change over the next 12 months?

* = Caution – Small Base



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31

ANALYSIS:

Overview

- This survey finds that a significant proportion of young people in work are in precarious employment, which creates financial uncertainty and impacts on their personal and family life.
- The survey finds that 38% of young people are on temporary contracts, 34% are in part time work and 30% are in employment where the hours vary from week to week. (not an accumulative figure-overlap between young people-some are in employment which is temporary, part time and hours vary from week to week)
- Precarious employment much more prevalent among young people from lower socio-economic groups and outside Dublin.

Temporary Employment

- 38% of respondents are on a temporary contract, therefore they have no short or medium term job or financial security; as one example, this would make it difficult for them to take out a personal loan.
- It could be argued that it is not surprising that younger workers who are more recent entrants to the labour market are more likely to be on a temporary contract and that may go to explain the higher prevalence among this age cohort. However even among the 25-29 year old age cohort over a third are on temporary contracts.
- There is a strong social class dimension to the statistics and indicates that young people from more disadvantaged backgrounds are much more likely to be on precarious contracts.
- A majority of those on temporary contracts or 57% are on these contracts for one year or less. Again young workers from the lower socio economic category are much more likely to be in temporary employment contracts of one year or less.
- Almost three-quarters of those on temporary contracts were only on these contracts because they had no other option, which does indicate that the vast majority of young workers do not favour these contracts.
- The survey also shows that more than 7 out of 10 respondents agreed that these contracts create a lot of financial uncertainty and with almost two-thirds agreeing that they make it difficult to plan personal and family life.
- It is clear therefore that precarious work does impact on young workers, creating financial problems and placing a strain on personal and family life.

Work Frequency/Hours Certainty

- While it is welcome that youth unemployment has declined and more young people are at work, just over half have full time work for the same hours each week.
- 47% or almost half are in full time work with varying hours or in part time work with the same or varying hours.
- This is particularly an issue which is more likely to impact on young female workers, younger workers aged 18-24 and employees outside Dublin.
- A startling variance can also be seen between the social classes with almost twice as many young workers in the ABC1 socio-economic category in full time work of stable hours compared to those in the C2DE socio-economic category. And likewise almost a third of young C2DE workers are in part time jobs with varying hours, compared to just one tenth among the ABC1 category.

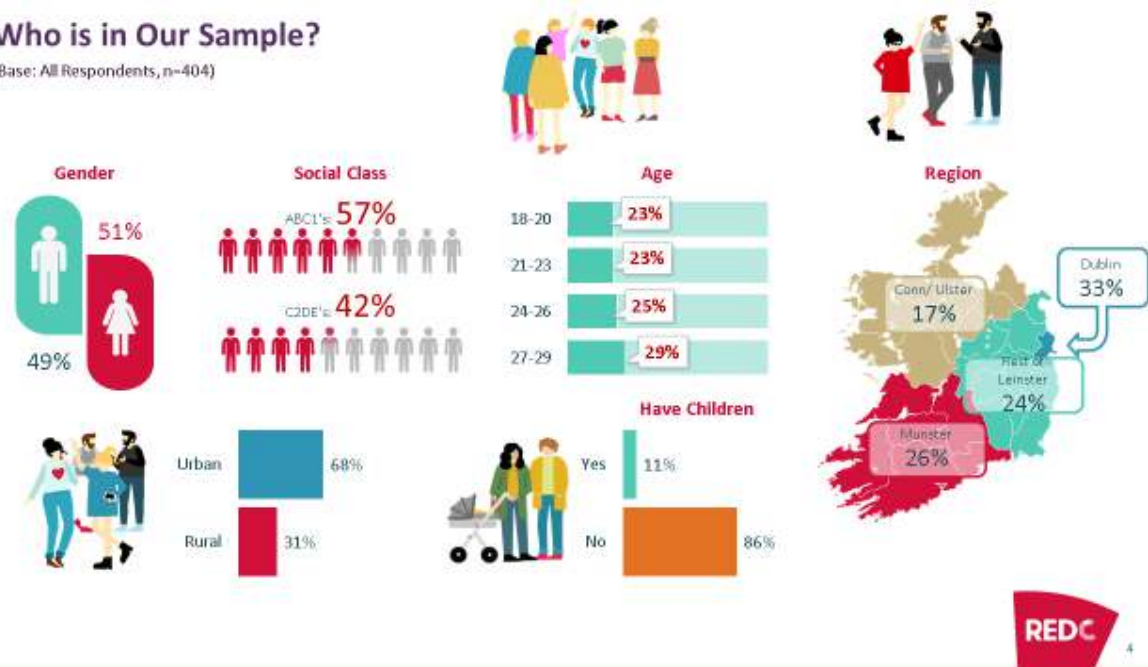
Job Prospects

- It is positive that almost two-thirds expect their employment prospects to improve. This indicates that young workers still strive to improve their employment conditions. Although it is hard to know if this is a triumph of hope over experience.
- While some will undoubtedly improve their situation as they move up the career ladder, unless there is concerted action by Government to address the nature of the labour market it is hard to envisage a significant improvement in the job prospects of most of the respondents.

METHODOLOGY

Who is in Our Sample?

{Base: All Respondents, n=404}



404 interviews were conducted online using Red C's online panel Red C Live among those aged 18-29 years. Interviewing was conducted during 15th-23rd February 2017. The results outlined above are based on the 286 respondents who were working full or part time. Quotas were set to the known demographic profile of those aged 18-29 years living in Ireland based on CSO data. Of those interviewed 51% were female and 49% were male. 57% were classified as being from the ABC1 social demographic group with 42% classed as belonging to the C2DE social demographic group. In terms of age breakdown, 23% were aged 18-20 years, 23% were aged 21-23 years, 25% were aged 24-26 years and 29% were aged 27-29 years. The margin of error in the results is +/- 4.9%.