

Changing Nature of Work

INOU Discussion Forum

Autumn 2023



The Scheme to Support National Organisations is funded by the Government of Ireland through the Department of Rural and Community Development



Rialtas na hÉireann
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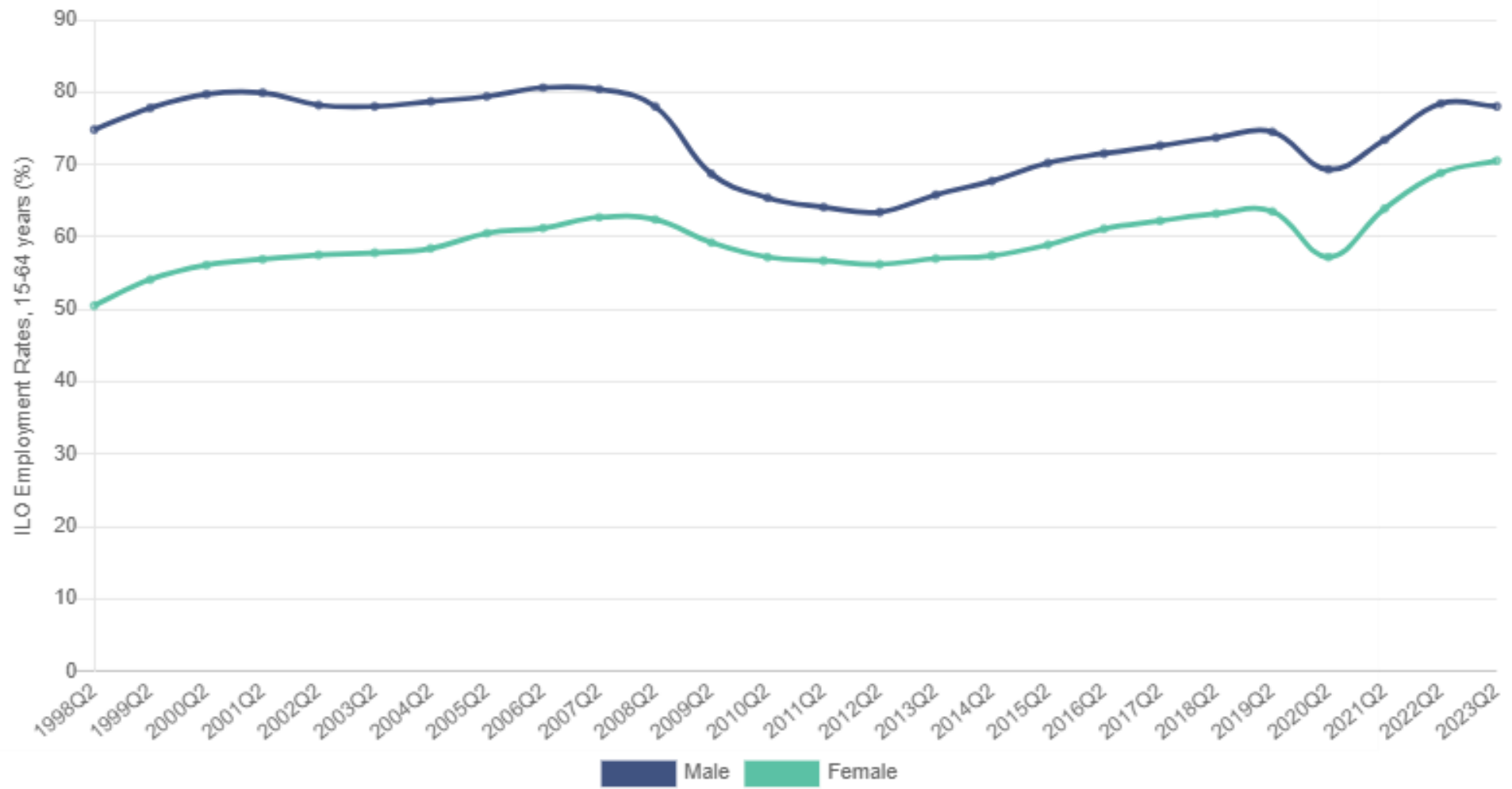


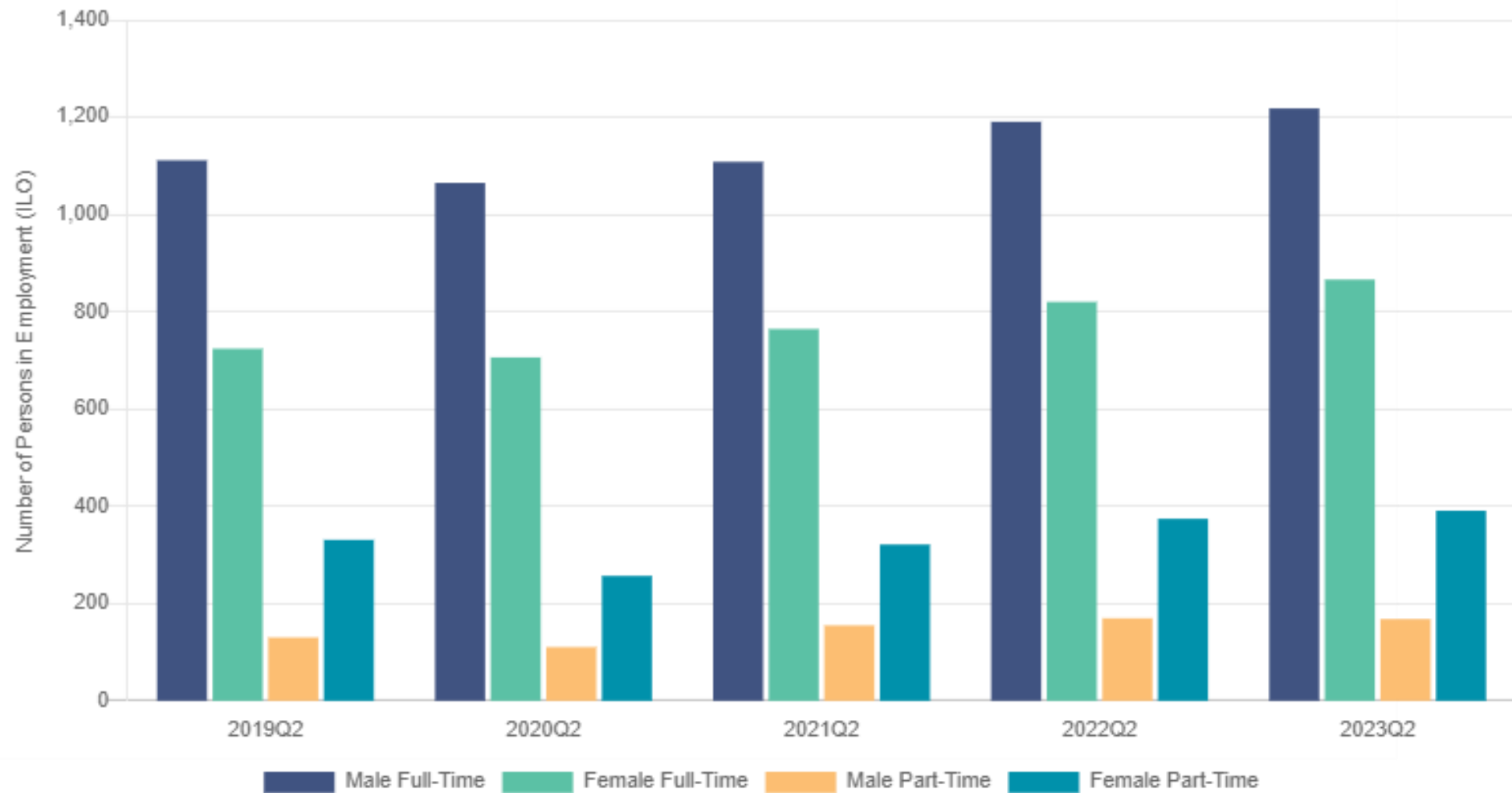
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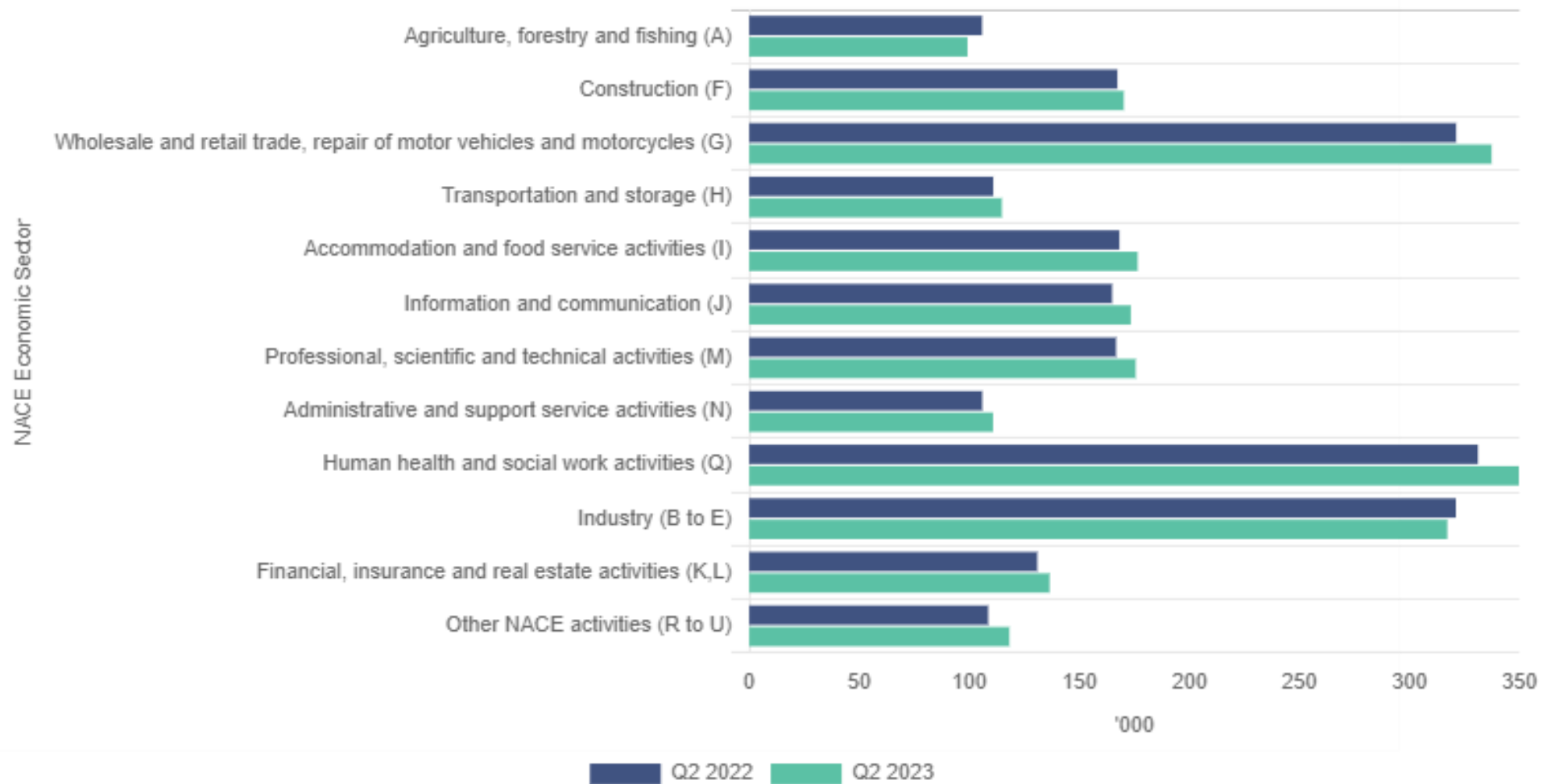
Issues to be explored

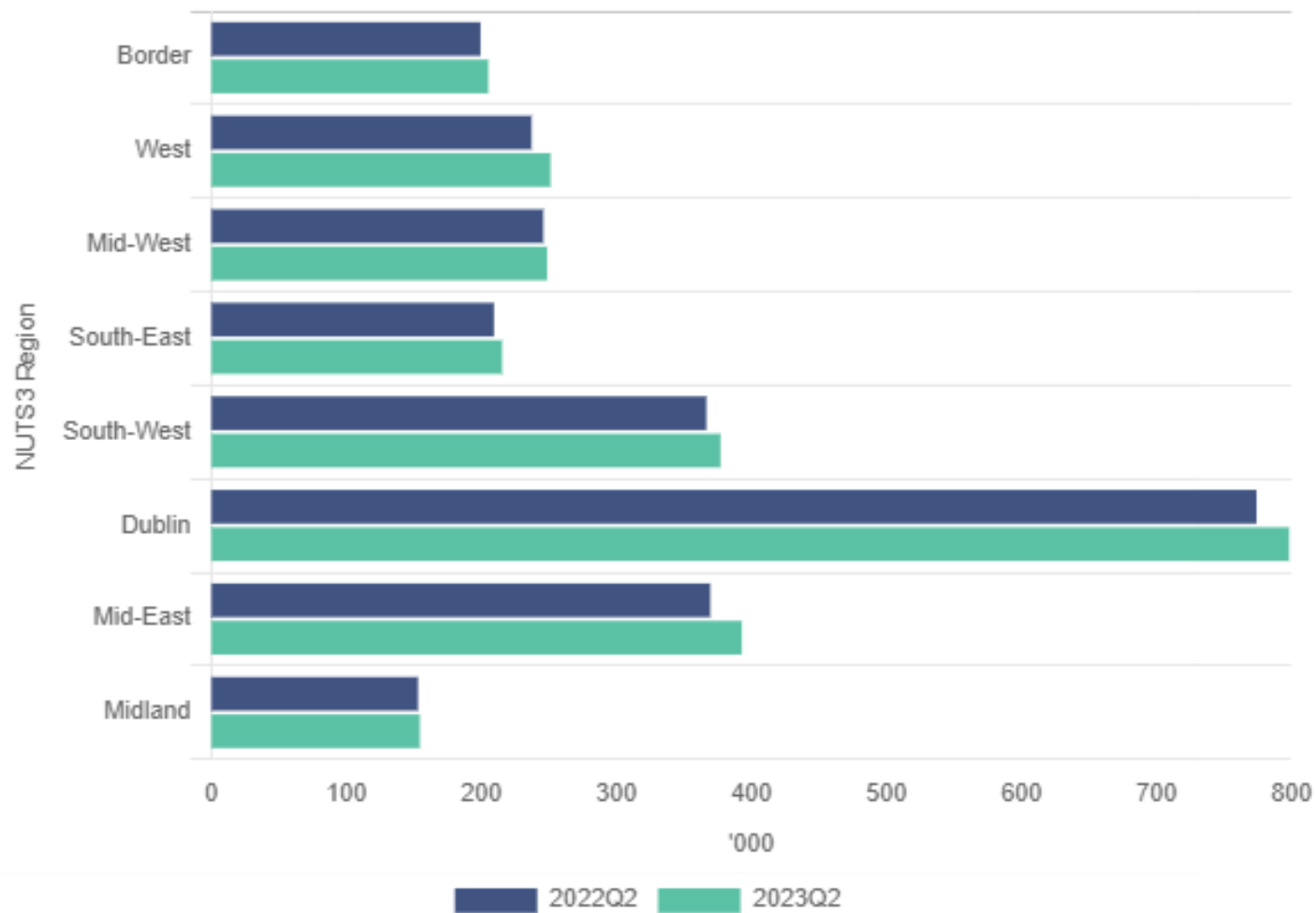
- Context
- Skills forecast for the period 2021-2035
- Changing nature of work
- Implications for people seeking employment





Numbers of people employed broken down by men and women; full-time and part-time work Q2 2019-Q2 2023





The change in employment between Q2 2022 and Q2 2023 broken down by the eight regions across the country

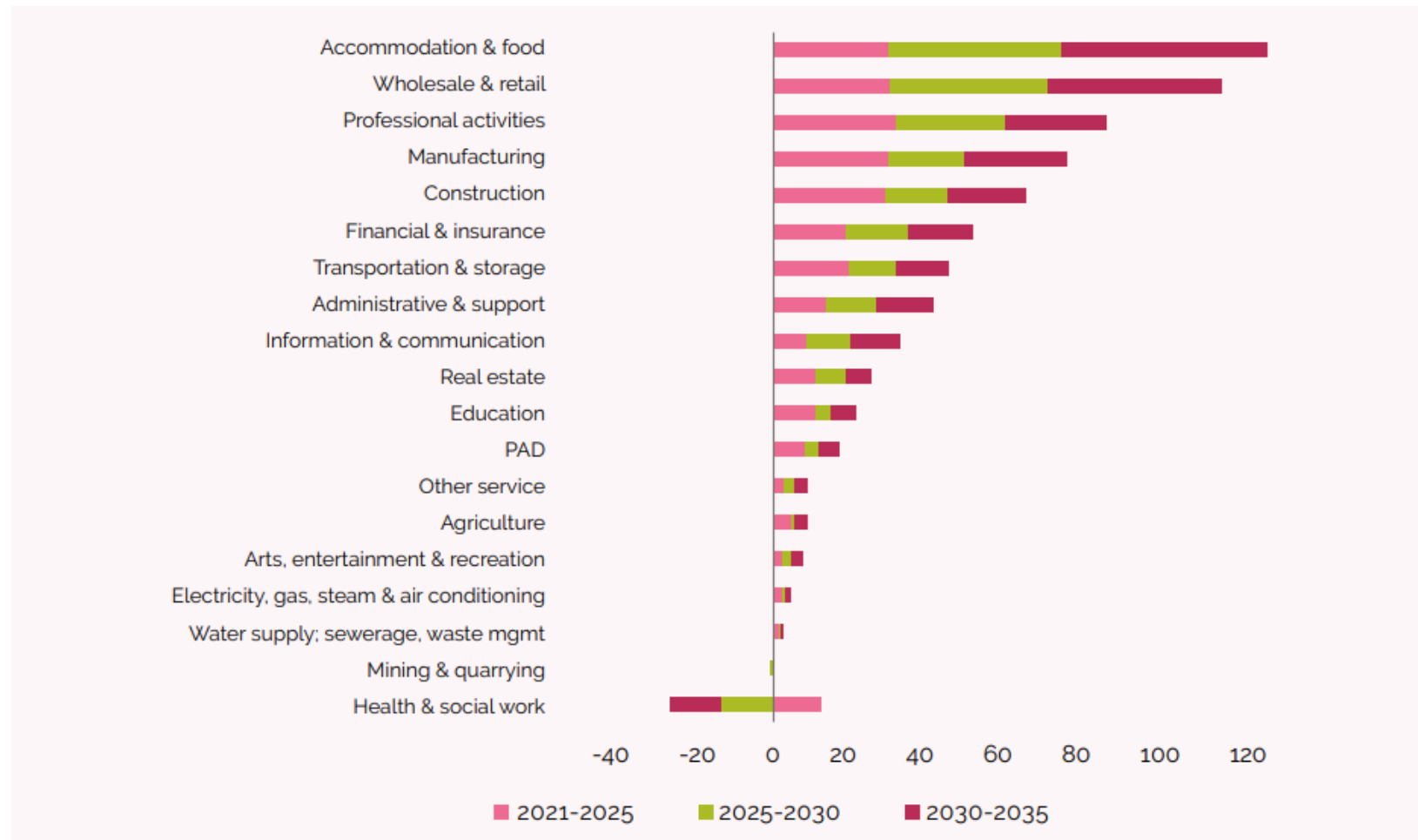
Context

- *Meanwhile the Pulse also looks at employment rates in Ireland and highlights a continued slowing in the hiring rates from post-pandemic highs. Hiring rates in March 2023 were over 40% lower than in March 2022 when rates were at their highest. The labour market has softened over the last year as global economic headwinds remain and inflation persists however unemployment sits at 3.8% in May 2023. (Labour Market Pulse, June 2023)*
 - Further information available at <https://www.idaireland.com/latest-news/publications/labour-market-pulse-edition-9-9c68ba1d8a5b1f785e614d313982cf94>
- In September, the Monthly Unemployment Rate was 4.2%, while the revised figure for May was 4.1%. It is spring 2001 since the Unemployment rate was under 4%.
 - Further information available at <https://www.cso.ie/en/statistics/labourmarket/monthlyunemployment/>

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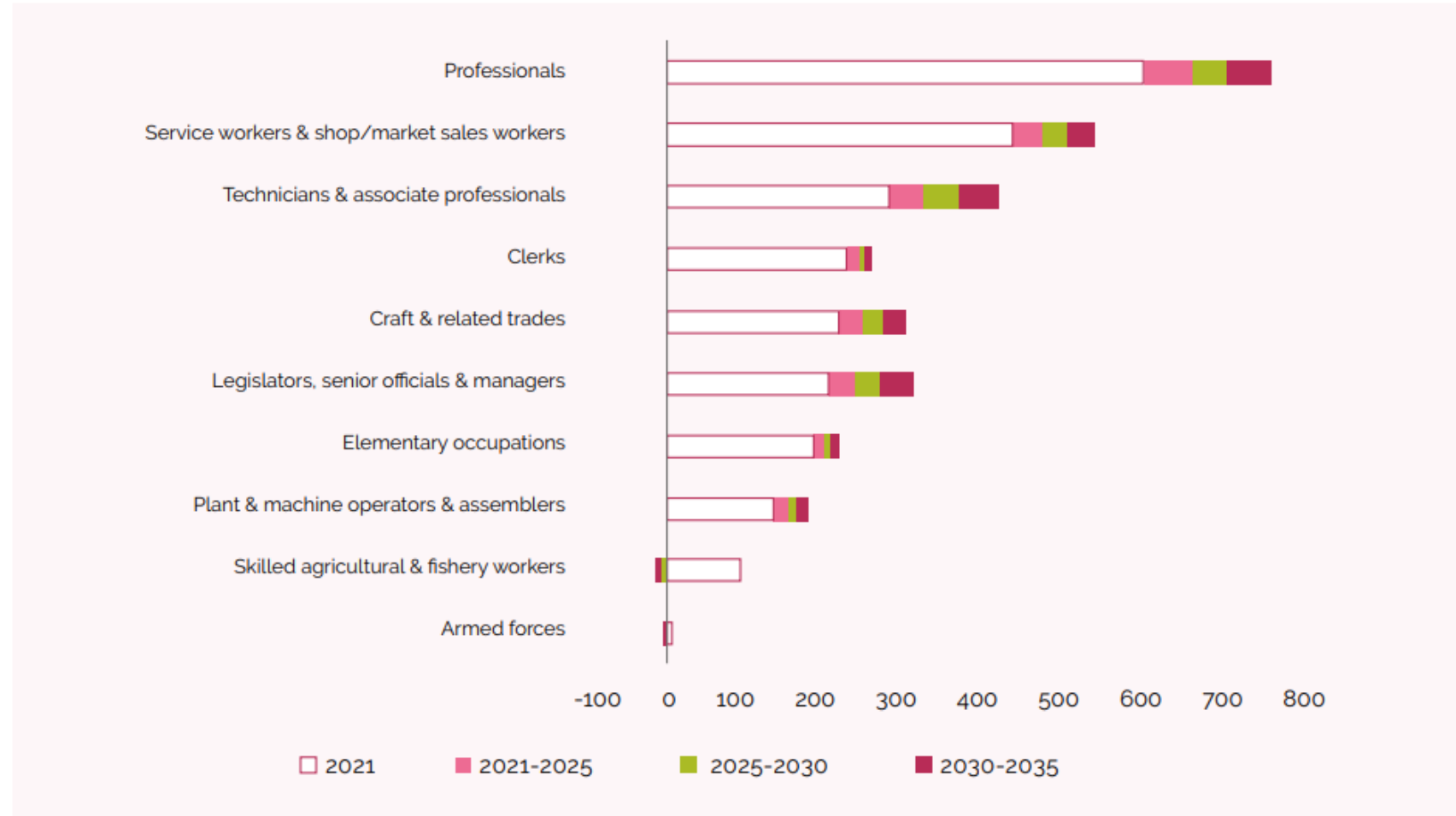
- *The Cedefop Skills Forecasting team produce regular forecasts at sectoral and occupational level across European countries. The most recent forecasts produced examine the period from 2021 to 2035. These forecasts are intended primarily as a guide towards future patterns and trends and the estimates should be treated as such, rather than as an exact figure.*
- *It is estimated in the forecasts that of the 650,000 additional persons employed by 2035, 515,000 will be those holding high qualifications (i.e. tertiary education), 260,000 will relate to those with medium qualifications (i.e. upper secondary education/FET), while there will be a fall in the numbers employed with low qualifications (i.e. lower secondary education or less) of approximately 125,000 persons. (p1)*
 - Cedefop is the European Centre for the Development of Vocational Training. Further information is available at https://www.cedefop.europa.eu/files/8083_en.pdf

Figure 1. Forecast employment change by sector (000s), 2021-2035



Source: Cedefop forecasts

Figure 2. Employment by occupation in 2021 and for the forecast period 2021-2035 (000s) by five-year intervals



Source: Cedefop forecasts

Employment by occupation in 2021 and the forecasted change between 2021 and 2035 at five-year intervals

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- *Employment is forecast to grow across all occupational groups, with the exception of skilled agricultural and fishery workers and armed forces, with the largest employment increases for professionals, associate professionals and managers.*
- *At detailed occupational level, the largest employment increases are forecast for business and administration professionals, personal care workers and building and related trades workers.*
- *Some occupations are forecast to decline over the period such as general/keyboard clerks, protective services workers and labourers (e.g. construction and agriculture).*
- *Even in occupations with declining employment levels, replacement demand will lead to a positive net requirement across all occupations examined here. (p20)*
 - Further information is available at <https://www.solas.ie/f/70398/x/1de1088fcb/summer-skills-bulletin.pdf>

Eurofound

- *Anticipating and managing the impact of change is one of the six main activities in Eurofound's work programme for the 2021–2024 period. Eurofound will provide evidence on structural developments affecting the EU economy and labour markets, driven largely by digitalisation and the transition to a carbon-neutral economy, but also by the COVID-19 crisis. The research is intended to assist policymakers in anticipating and preparing European labour markets and workplaces for these changes.*
 - Further information is available at <https://www.eurofound.europa.eu/en/topic/anticipating-and-managing-impact-change>

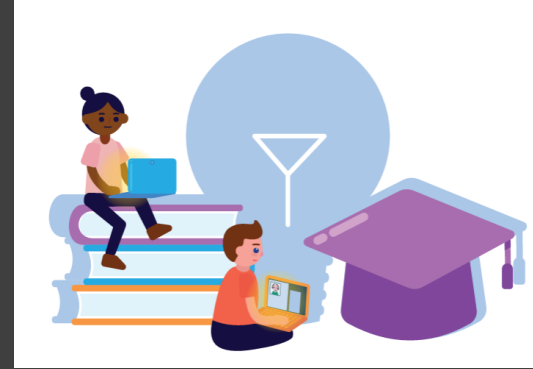
Eurofound Key Policy Messages

The main findings emerging from Eurofound research serve as input for policymakers to address some of the key issues in this area.

- Supporting employers and workers in the twin transition to the digital age and to a carbon-neutral economy is critical. In addition to these structural developments, the recent COVID-19 pandemic presents a huge challenge for the European economy and labour market.*
- New forms of employment such as platform work and ICT-based mobile work are a growing presence in European labour markets. Driven by the use of ICT, these are characterised by new types of employment relations between employer and employee, changing work organisation and work patterns. They will bring both opportunities and risks for EU labour markets facing the transition to a carbon-neutral economy and to a digital transformation against the background of the COVID-19 pandemic.*

Eurofound Key Policy Messages

- *Digital technologies are transforming work and the workplace, triggering changes on the labour market such as restructuring and job losses, and new job profiles are also starting to emerge. Task profiles in jobs are adapting because of the digitalisation of production and service provision. The result is a demand for different skills.*
- *It will be important to investigate the joint effects of digitalisation and the transition to a carbon-neutral economy in the wake of the COVID-19 pandemic and how they reinforce each other, or how the benefits of one can offset the negative effects of the other.*
- *The technology-driven potential to produce, collect and use a large amount of data can improve competitiveness of European business and job quality. However, ensuring that issues like data ownership and data protection are clarified, well-regulated and implemented will be key to avoiding exploitation and unethical behaviour.*



Implications for people seeking employment