

National Skills Bulletin 2013: Labour Market Transitions

July 2013

New in this issue



- Adjustment of the sample weights in the Central Statistic Office (CSO) Quarterly National Household Survey (QNHS) in line with the Census 2011
 - Implication: employment, unemployment and labour force estimates adjusted upwards and the analysis presented in the National Skills Bulletin 2013 not directly comparable to previous issues
- For the first time, the CSO allowed access to data which allows for tracking of individuals between quarters
 - Implication: new analysis on labour market transitions (Chapter 10)

Quarterly National Household Survey (QNHS)



Count	Q4 2011	Q1 2012	Q2 2012	Q3 2012
Sample size	55,420	55,094	62,424	58,765

Quarterly National Household Survey (QNHS)



Count	Q4 2011 - Q1 2012	Q1 2012 - Q2 2012	Q2 2012 - Q3 2012	Q3 2012 - Q4 2012
Sample size (start q)	55,420	55,094	62,424	58,765
Repeats (subsequent q)	36,528	39,412	41,288	40,025
% repeated	66%	72%	66%	68%

Labour market transitions: methodology



- Re-weighting
- Assumptions
 - Natural increase in population is zero i.e. deaths and births are zero
 - Net migration is zero
- Implication: E, UE and LF estimates differ to the official ones
- Change in labour market status (ILO definition) between quarters
- One person can change labour market status (ILO definition) several times in a year
- 4 quarter pairs summed to generate annual estimates
- Issues with sample size when disaggregating

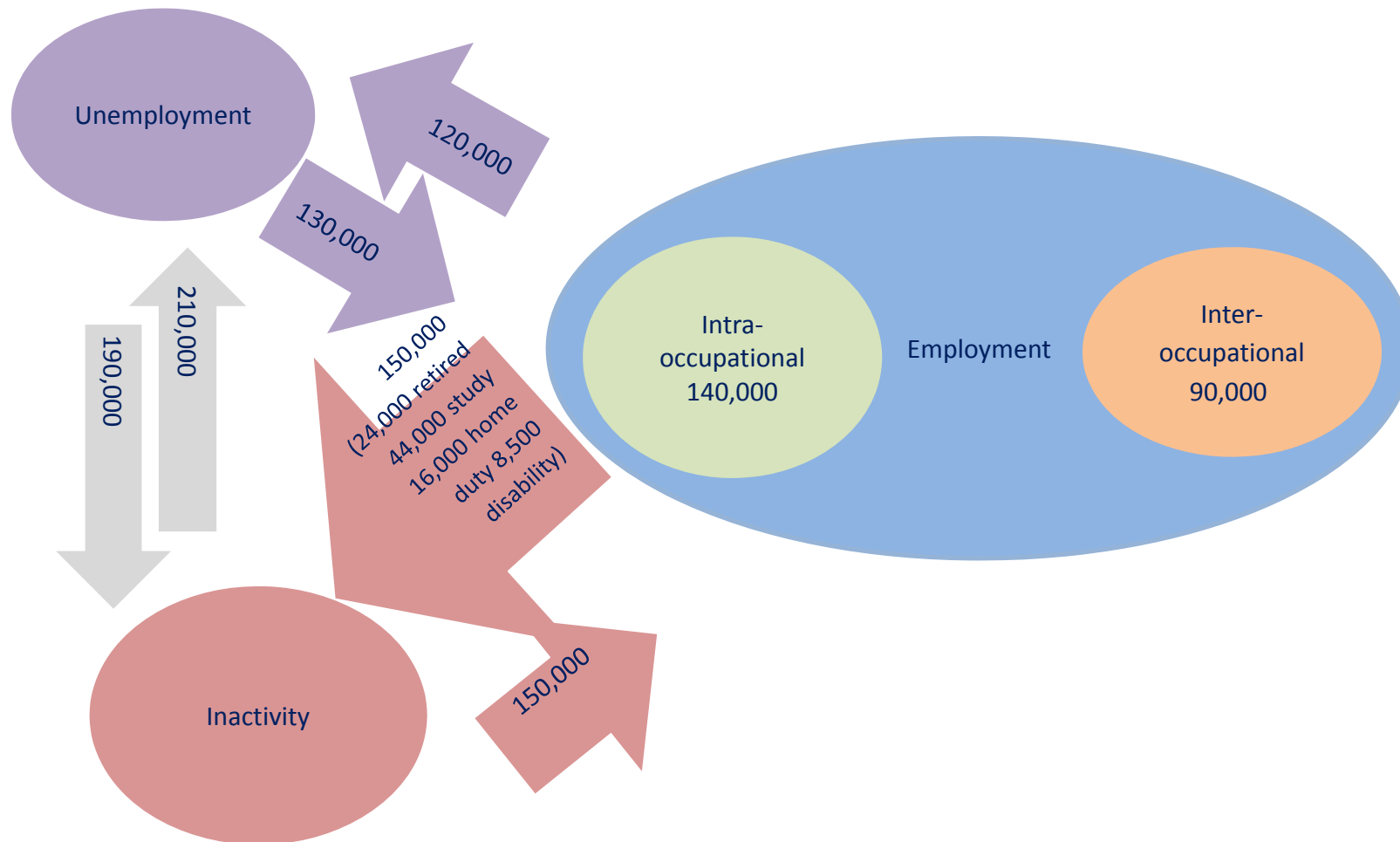
Labour market transitions (average for 2012)

Change in labour market status (ILO definition)



		labour market status (ILO definition) in subsequent quarter			
		Employed	Unemployed	Not in labour force	Total
labour market status (ILO definition) in subsequent quarter in starting quarter	Employed	96.4%	1.6%	2.0%	100%
	Unemployed	10.4%	74.5%	15.1%	100%
	Not in labour force	2.6%	3.6%	93.8%	100%

Labour market transitions (sum of four quarters in 2012)



Labour market transitions



- Of the 120,000 transitions from employment to unemployment:
 - 10% were from self-employment
 - 49% were from permanent employment
 - 31% of transitions were associated with third level graduates who represent 47% the employment stock; 18% with holders of FET qualifications who represent 13% of employment stock
- Of the 130,000 transitions from unemployment to employment:
 - 9% were to self-employment, while the remainder were to the 'employee' status; of transitions to employee status, 8% were into employment schemes
 - Just under 40% were to permanent employment
 - Just under 40% were transitions from long term unemployment
 - One third of transitions were associated with third level graduates (23% of UE stock); 19% with holders of FET qualifications (18% of UE stock)

Labour market transitions



- Of the 150,000 transitions from employment to inactivity:
 - 11% were from self-employment
 - 50% were from permanent employment
 - 29% of transitions were associated with third level graduates; 12% with holders of FET qualifications
 - Almost 30% were to study, 16% to retirement, 10% to home duties, 5% due to permanent illness or disability; the remainder was due to other reasons
- Of the 150,000 transitions from inactivity to employment:
 - 9% were to self-employment, while the remainder were to 'employee' status; of transitions to employee status, 4% were into employment schemes
 - 34% were to permanent employment
 - 27% of transitions were associated with third level graduates; 8% with holders of FET qualifications

Transitions between employment and unemployment



Occupation	Exit from E to UE	Occupation	Entry from UE to E
Sales assistants	9600	Sales assistants	6500
Construction labourers	4900	Construction labourers	6300
Carpenters	4600	Non-specified construction trades	5300
Non-specified clerks	3600	Business sales executives	2600
Waiters	2600	Electricians	2500
Child-minders	2500	Primary teachers	2300
Care workers	2400	Metal working fitters	2000
Business sales executives	2400	Non-specified clerks	2000
Primary teachers	2400	Waiters	1900
Non-specified construction trades	2200	Truck drivers	1800

Transitions between employment and unemployment



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Child-minders	2500	Primary teachers	2300
Care workers	2400	Metal working fitters	2000
Business sales executives	2400	Non-specified clerks	2000
Primary teachers	2400	Waiters	1900
Non-specified construction trades	2200	Truck drivers	1800

Transitions between employment and inactivity



Occupation	E to inactivity	Occupation	Of which retire.	Occupation	Inactivity to E
Sales assistants	18300	Nurses	2000	Sales assistants	5100
Non-specified clerks	6700	Farmers	2000	Non-specified clerks	2000
Care workers	5400	Care workers	1500	Construction labourers	1600
Waiters	4800	Secondary teachers	1400	Hairdressers	1400
Bar staff	4600				
Farmers	4300				
Cleaners	4200				
Child-minders	3700				
Construction labourers	3700				
Nurses	3100				

Transitions between employment and inactivity



Occupation	E to inactivity	Occupation	Of which retire.	Occupation	Inactivity to E
Sales assistants	18300	Nurses	2000	Sales assistants	5100
Non-specified clerks	6700	Farmers	2000	Non-specified clerks	2000
Care workers	5400	Care workers	1500	Construction labourers	1600
Waiters	4800	Secondary teachers	1400	Hairdressers	1400
Bar staff	4600				
Farmers	4300				
Cleaners	4200				
Child-minders	3700				
Construction labourers	3700				
Nurses	3100				

Inter-occupational transitions



Occupation	Inter-occupational movements from	Occupation	Inter-occupational movements to
Sales assistants	6400	Sales assistants	4700
Routine testers	4700	Routine testers	4600
Non-specified managers	4100	Construction labourers	3600
Construction labourers	4000	Non-specified clerks	3500
Non-specified clerks	2200	Food operatives	2200
Customer service occupations	1900	Cleaners	1800
Food operatives	1800	Care workers	1700
Personal assistants	1800	Non-specified managers	1600
Waiters	1800	Retail managers	1400
Retail managers	1400		

Inter-occupational transitions



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Routine testers	4700	Routine testers	4600
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Construction labourers	4000	Non-specified clerks	3500
Non-specified clerks	2200	Food operatives	2200
Customer service occupations	1900	Cleaners	1800
Food operatives	1800	Care workers	1700
Personal assistants	1800	Non-specified managers	1600
Waiters	1800	Retail managers	1400
Retail managers	1400		

Intra-occupational transitions



Occupation	Intra-occupational movements
Sales assistants	14800
Waiters	3600
Nurses	3600
Construction labourers	3200
Childminders	3100
Non-specified clerks	3000
Primary teachers	2800
Kitchen assistants	2800
Programmers	2800
Chefs	2700

Labour market transitions: replacement and turnover estimates



	Replacement estimates									
Occupation	Exit to inactivity due to retirement									
	No.	% of emp								
Sales assistants	*	*								
Programmers	*	*								
Nurses	2000	3%								

Labour market transitions: replacement and turnover estimates



	Replacement estimates									
Occupation	Exit to inactivity due to retirement		All exits to inactivity							
	No.	% of emp	No.	% of emp						
Sales assistants	*	*	19000	15%						
Programmers	*	*	*	*						
Nurses	2000	3%	3100	5%						

Labour market transitions: replacement and turnover estimates



Occupation	Replacement estimates									
	Exit to inactivity due to retirement		All exits to inactivity		Exit to inactivity and net exits due to inter-occupational movement					
	No.	% of emp	No.	% of emp	No.	% of emp				
Sales assistants	*	*	19000	15%	20600	16%				
Programmers	*	*	*	*	*	*				
Nurses	2000	3%	3100	5%	3300	6%				

Labour market transitions: replacement and turnover estimates



Occupation	Replacement estimates						Turnover estimates			
	Exit to inactivity due to retirement		All exits to inactivity		Exit to inactivity and net exits due to inter-occupational movement		Intra-occupational churn			
	No.	% of emp	No.	% of emp	No.	% of emp	No.	% of emp		
Sales assistants	*	*	19000	15%	20600	16%	15200	12%		
Programmers	*	*	*	*	*	*	2800	16%		
Nurses	2000	3%	3100	5%	3300	6%	3600	6%		

Labour market transitions: replacement and turnover estimates



Occupation	Replacement estimates						Turnover estimates			
	Exit to inactivity due to retirement		All exits to inactivity		Exit to inactivity and net exits due to inter-occupational movement		Intra-occupational churn		Intra-occupational churn and neutral inter-occupational movements	
	No.	% of emp	No.	% of emp	No.	% of emp	No.	% of emp	No.	% of emp
Sales assistants	*	*	19000	15%	20600	16%	15200	12%	20400	16%
Programmers	*	*	*	*	*	*	2800	16%	3200	18%
Nurses	2000	3%	3100	5%	3300	6%	3600	6%	3900	7%

Labour market transitions: key points



- Large volume of movement in and out of employment
- Indication of flexibility of the Irish labour market
- Higher in lower end of the skills scale
- Challenge in securing sustainable and decent jobs
- Occupations with high inter-occupational movements: transitory jobs
- Up-skilling as a strategy to improve employment quality
 - Exits to education (sales, elementary)
 - Inter-occupational movements: net gainers and net losers
- Occupations differ in components of the replacement demand
- Intra-occupational movements – turnover
 - Professional level (programmers, nurses, teachers)
 - Other (sales assistants, waiters, construction labourers, child-minders, chefs)
- The role of transitions analysis in estimation of the replacement and turnover at occupational level