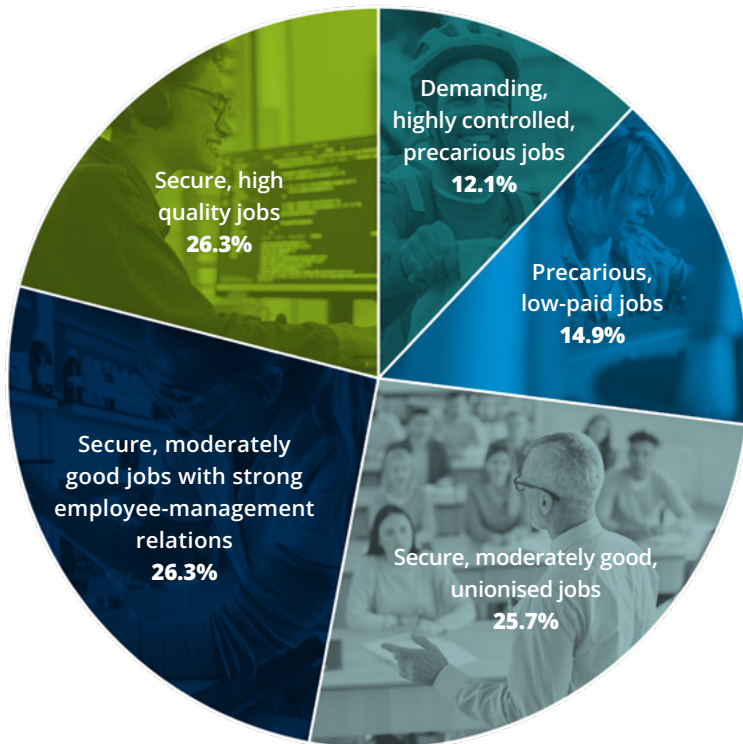


# What kind of jobs are there in Ireland?



## Demanding, highly controlled, precarious jobs:

Workers in this group deal with **job insecurity** (26%) and **relatively low pay** with 55% earning between €20,000 and €40,000. Similar to 'low paid, precarious jobs,' they have **high effort levels, limited autonomy, long hours, and struggle with work-life balance**. Many are **anxious about their future work and employment**.

They are generally equally distributed across the labour market.

## Precarious, low-paid jobs:

These job types are characterized by **precarious work and low wages**. These workers also receive **relatively poor levels of additional remuneration benefits** such as sick pay or private health insurance. Most workers (87%) **earn less than €20,000 net**. These jobs provide **few job resources, little job discretion, little training, limited management supports, and little trade union representation**. On the 'plus' side, they experience little work-private life spillage and effort levels are generally low or modest.

**More apparent among:** females; young workers; those without a third-level qualification; workers in elementary, caring, leisure and sales and customer service roles; and those employed in small firms.

## Secure, moderately good, unionised jobs:

This job type offers **relatively secure employment**, with only 14% of workers experiencing wage or employment insecurity. Most jobs here are **full-time and permanent jobs**. Pay levels are **low to average** & workers have **access to several additional remuneration benefits**. These are, for the main part, **unionised jobs**. Workers in these jobs are **most likely to receive substantial levels of training**. While these jobs' working hours tend to be long, they offer **high levels of work-life flexibility, good job autonomy, and work demands tend not to generate work-life conflict**.

**More apparent among:** public sector jobs, in large firms; more likely to be occupied by older workers.

## Secure, moderately good jobs with strong employee-management relations:

Earnings range from low to average, with 79% earning between €20,000 and €40,000 net. There is **relatively good access to additional remuneration benefits**, although not as extensive as in the unionized jobs cluster. However, workers in this cluster **enjoy good social support** from their managers. More than half (63%) work between 31 and 40 hours per week and **enjoy moderate levels of job autonomy**.

**More apparent among:** workers aged between 25 to 44 years and firms in the private sector.

## Secure, high quality jobs:

These are **secure, relatively well-paid jobs** (majority earn annual net salaries ranging from €40,000 to €60,000) with **good benefits**. Incumbents enjoy **high levels of job discretion, good work-private life flexibility and relatively good training provision**. Working hours tend to be long (64% work in excess of 41 hours per week). Most (82%) enjoy **good social supports from their organisation or line manager** and few (5%) express anxieties about their future. Less than half (44%) have employee representation via a union or collective agreement. One in 10 of these workers experience high levels of work effort intensity.

**More apparent among:** males, those possessing a degree or higher-level qualifications, managerial workers and those working in the professional, technical, scientific, administration sectors as well as in the FDI sector.