

Quarterly Skills Bulletin Q1 2019

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Women on Home Duties



WOMEN ON HOME DUTIES

218,000 women on home duties, not participating in the labour force, aged 20-64

- There is a marked difference in the circumstances of these women based on their education level.
- There is role for interventions with the education and training provision through traineeships, Springboard and other programmes with a work-based learning approach.
- Government departments, including Revenue, DEASP and DCYA also have a role in both identifying ways to encourage women to return to work and to provide any necessary supports.

Women on home duties with third level qualifications (57,000)

Third level graduates are primarily on home duties in order to look after young children. Most are part of a couple, where the other partner is in full-time employment. The majority have gained previous work experience and although many state they do not want a job, there is a pool of skilled, educated women who are closely aligned to the labour market that could be enticed to return to employment.

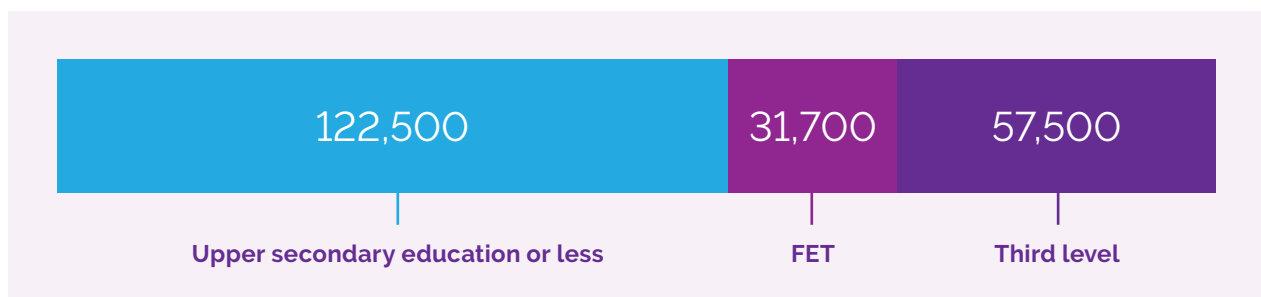
Women on home duties with upper secondary education or less (122,500)

Women with upper secondary education or less who were on home duties were less likely to be looking after young children or to have a partner in employment than their third level qualified counterparts. These women may require more supports in order to return to work; almost three quarters had either never been in employment or had not worked since prior to 2010. Due to their lower level of education, employment opportunities may be in lower paying positions, which may act as a disincentive to returning to work, particularly if childcare costs are a factor.

Women on home duties by education level

Those with upper secondary education or less accounted for over half of the women on home duties.

Figure 1: Women on home duties by education level, Q3 2018

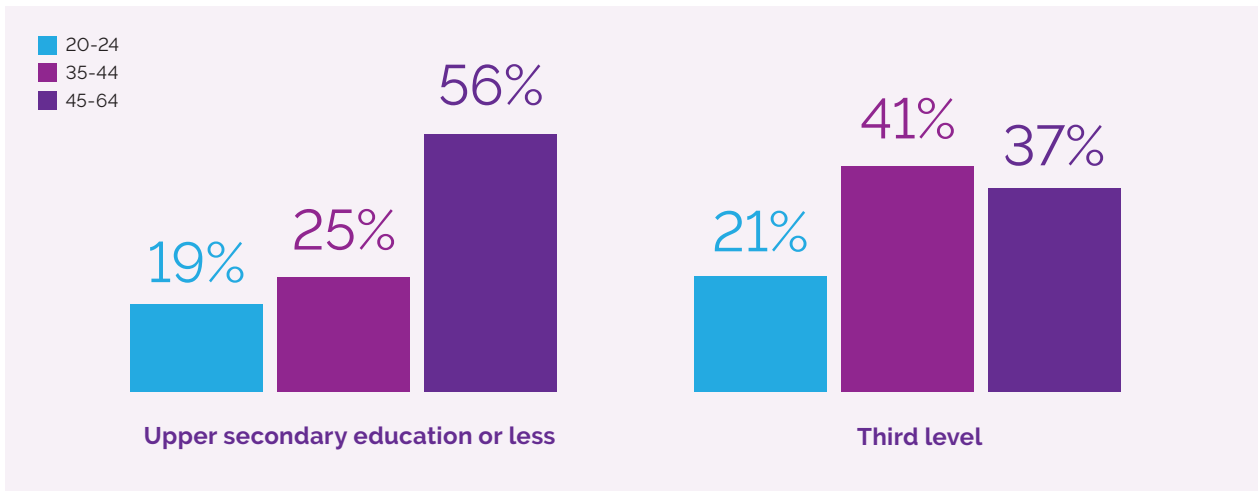


Those with FET qualifications are examined on Page 6.
*A further 6,300 did not classify their level of education.
Source: SLMRU analysis of CSO LFS data, Q3 2018

Age profile

Women on home duties with **upper secondary education or less** tend to be **older** compared to their counterparts with third level qualifications.

Figure 2: Women on home duties by education level and age group, Q3 2018



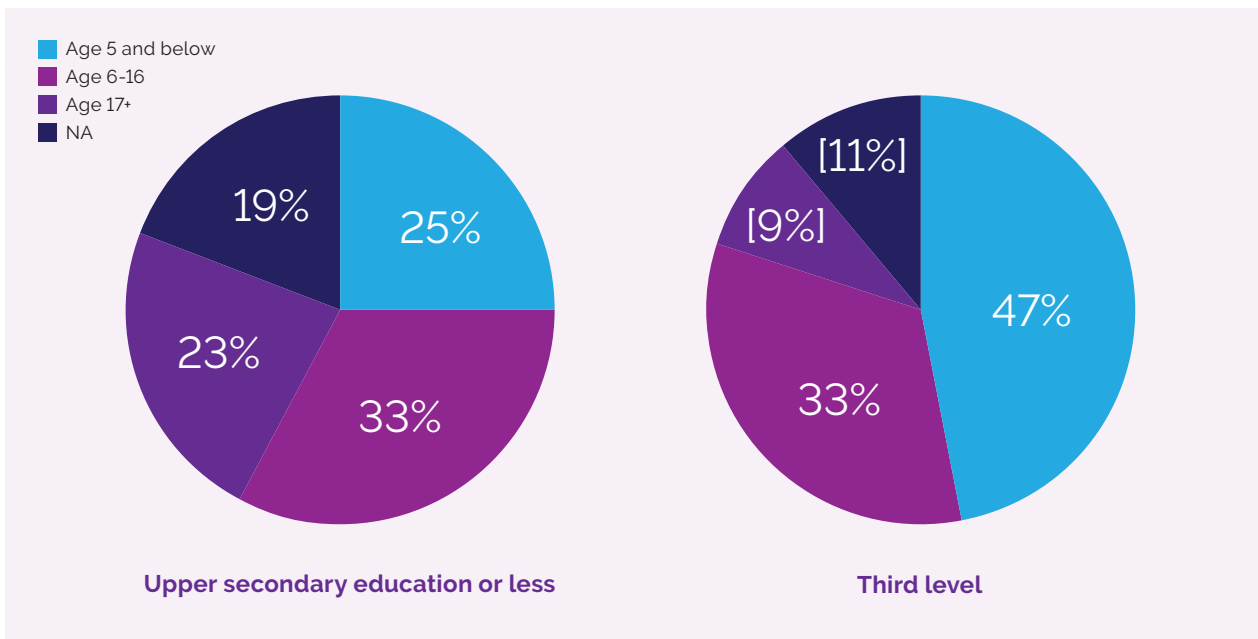
Source: SLMRU analysis of CSO LFS data, Q3 2018

Age of youngest child

Upper sec or less: a large share of women are on home duties for reasons other than caring for young children.

Third level: almost half of this group had at least one child aged 5 years or younger.

Figure 3: Women on home duties by education level and age of youngest children, Q3 2018



*numbers in brackets are small and should be treated with caution;

Source: SLMRU analysis of CSO LFS data, Q3 2018

Family Status

Three quarters of women on home duties with third level qualifications had a partner who was in full-time employment, compared to 48% of women with upper secondary education or less. Indeed, 38% of these women with lower education levels were either lone parents or had a partner who was also inactive in the labour market.



Previous Work Experience

Upper secondary education or less

- Less than half of those aged 20-34 years had gained any previous work experience (11,800 persons).
- Of those women on home duties with previous work experience, 63% (or 50,800) had not worked in the previous eight years (Figure 5).

Third level qualifications:

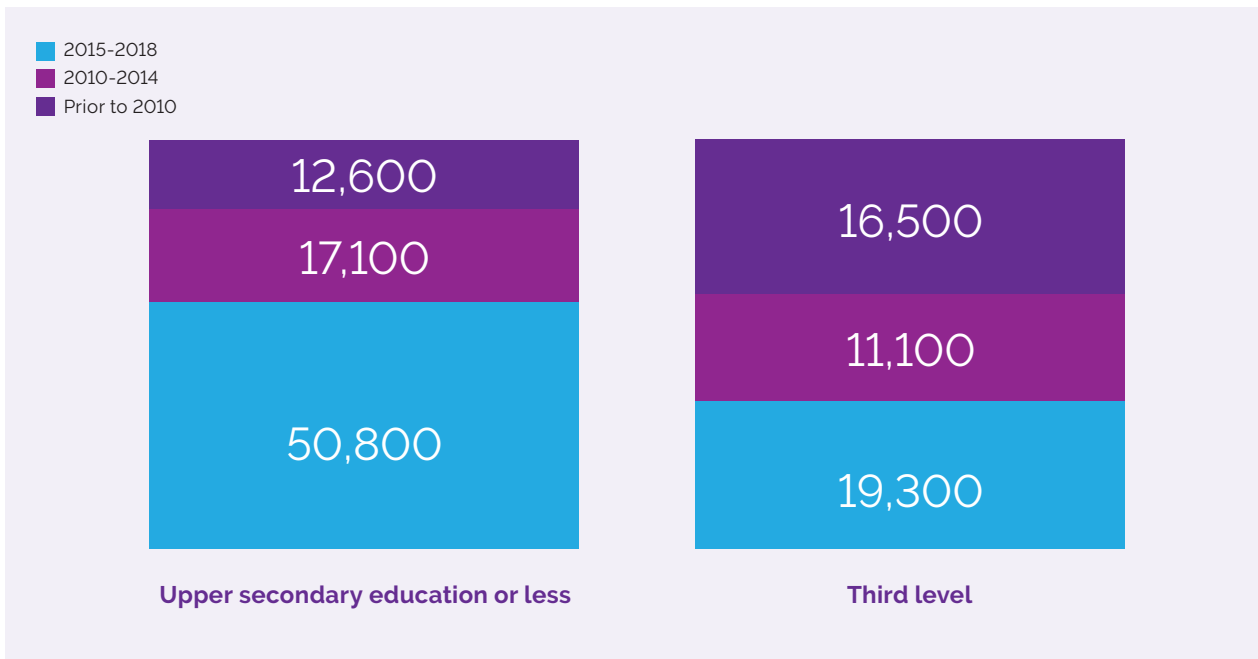
- For each age group, those with third level qualifications had a higher share of previous work experience than those with upper secondary education or less.
- 16,500 (or 35%) had been in employment in the previous three years (Figure 5).

Figure 4: Existence of previous work experience by age group and education level, Q3 2018



Source: SLMRU analysis of CSO LFS data, Q3 2018

Figure 5: Existence of previous work experience by year previously in employment, Q3 2018



Source: SLMRU analysis of CSO LFS data, Q3 2018

Willingness to work

The majority of women on home duties, regardless of their education level, stated that they did not want a job. However, there is a further group of women who could potentially be attracted to return to work although further investigation will be required to determine the issues which are preventing or discouraging a return to the workforce.

Table 1: Economic status of women on home duties by education level, Q3 2018

	Upper sec or less		Third level	
Potential Additional Labour Force (PALF)¹	10,200	8%	[6,600]	[11%]
Wants job, not available or seeking^{**}	18,000	15%	11,200	19%
Does not want a job	90,800	74%	38,900	68%

¹numbers in brackets are small and should be treated with caution

^{**}as looking after children, incapacitated adults or other personal/ family reasons

Source: SLMRU analysis of CSO LFS data, Q3 2018

1. The Potential Additional Labour Force (PALF) are those who are available for work but not seeking along with those seeking work but not immediately available.

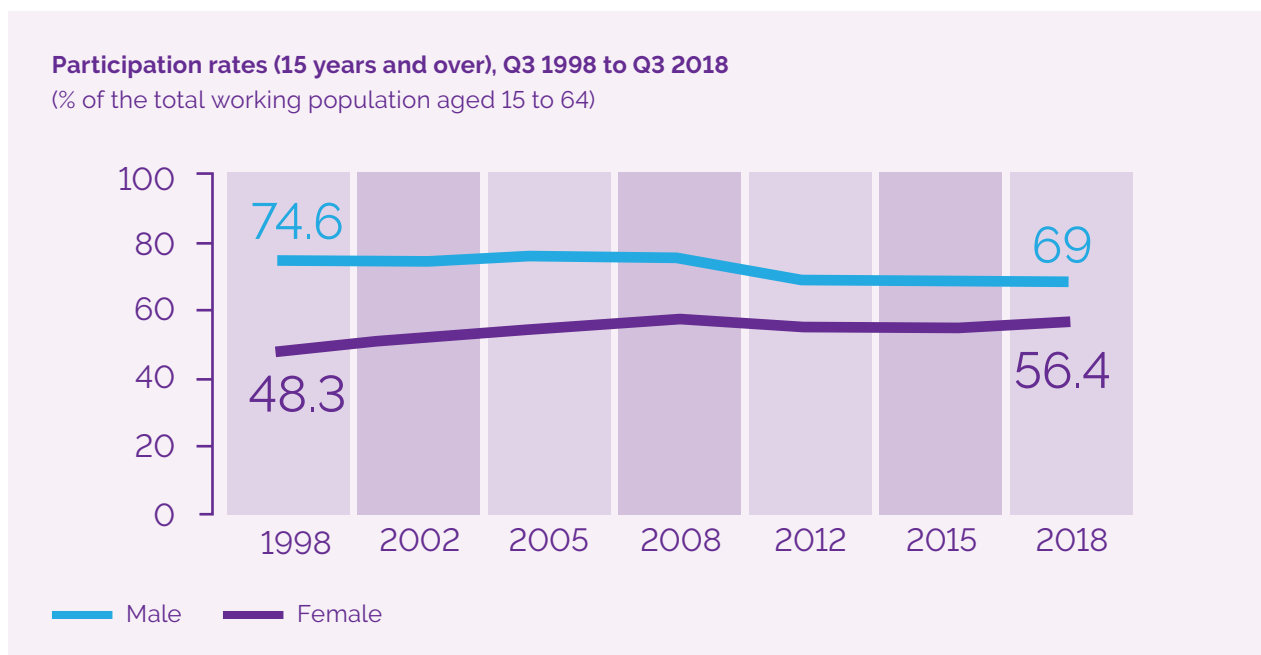
Women on home duties with FET qualifications (31,700)

- **38%** were aged 45-64, a similar share to those with third level qualifications
- **39%** had children aged 5 years or younger, with a further 35% with children aged 6 to 16 years
- over half (**53%**) had a partner in full-time employment, and 26% were lone parents
- **84%** had previous work experience, although almost three quarters had not been in employment since prior to 2015
- the numbers classified as PALF were too small to report, but those classified as wanting a job but unable to due to family reasons amounted to 9,200, most of whom had previously been employed

Source: SLMRU analysis of CSO LFS data, Q3 2018

Female participation and inactivity rates

Although female participation rates have increased significantly in the last twenty years, they still lag well below that of males.



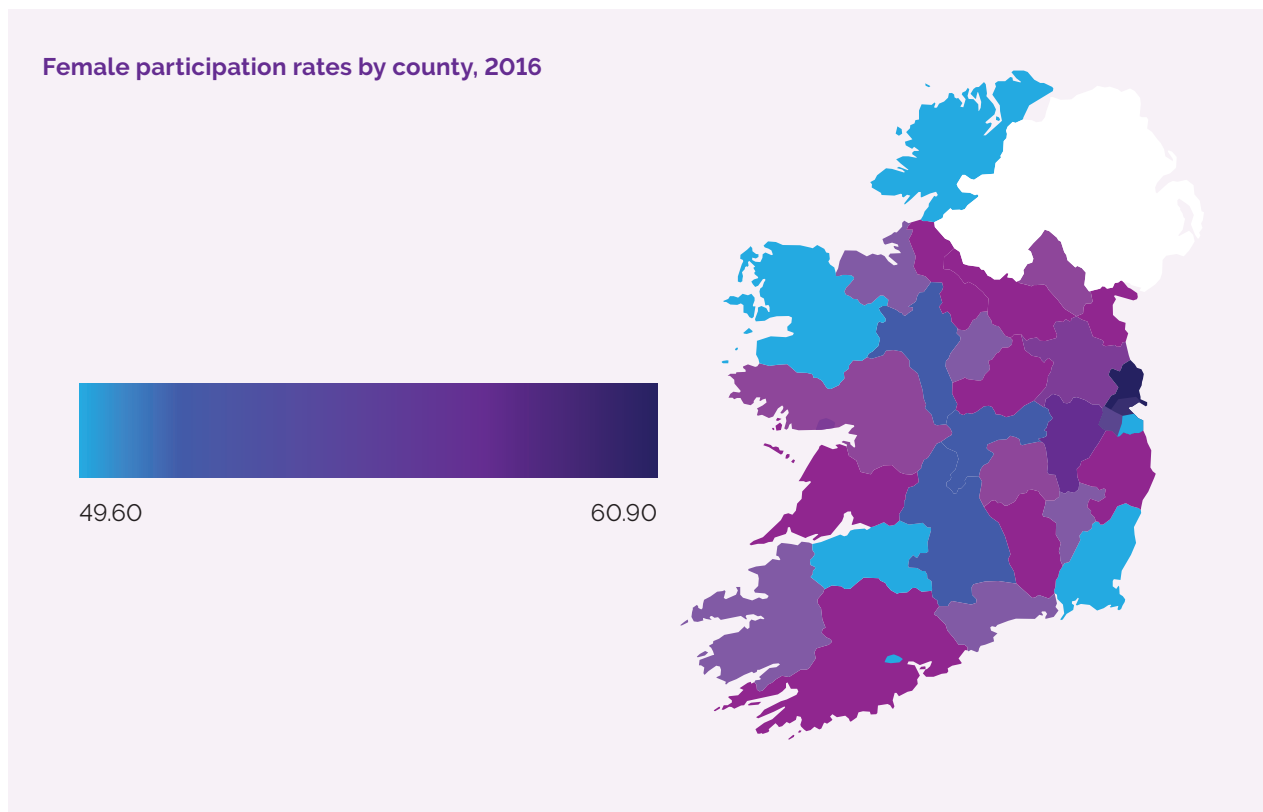
Source: CSO LFS data, Q3 2018

According to Eurostat, **Ireland ranked 11th** in EU countries in terms of the number of economically inactive females as a percentage of the working age population (aged 15-64 years) in 2017.



Source: Eurostat, LFS database

The highest female participation rates were observed in Dublin, while the lowest were in Limerick, Donegal and Cork City.



Source: CSO Census 2016

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