

Labour Market Pulse, 4th Edition 2021.

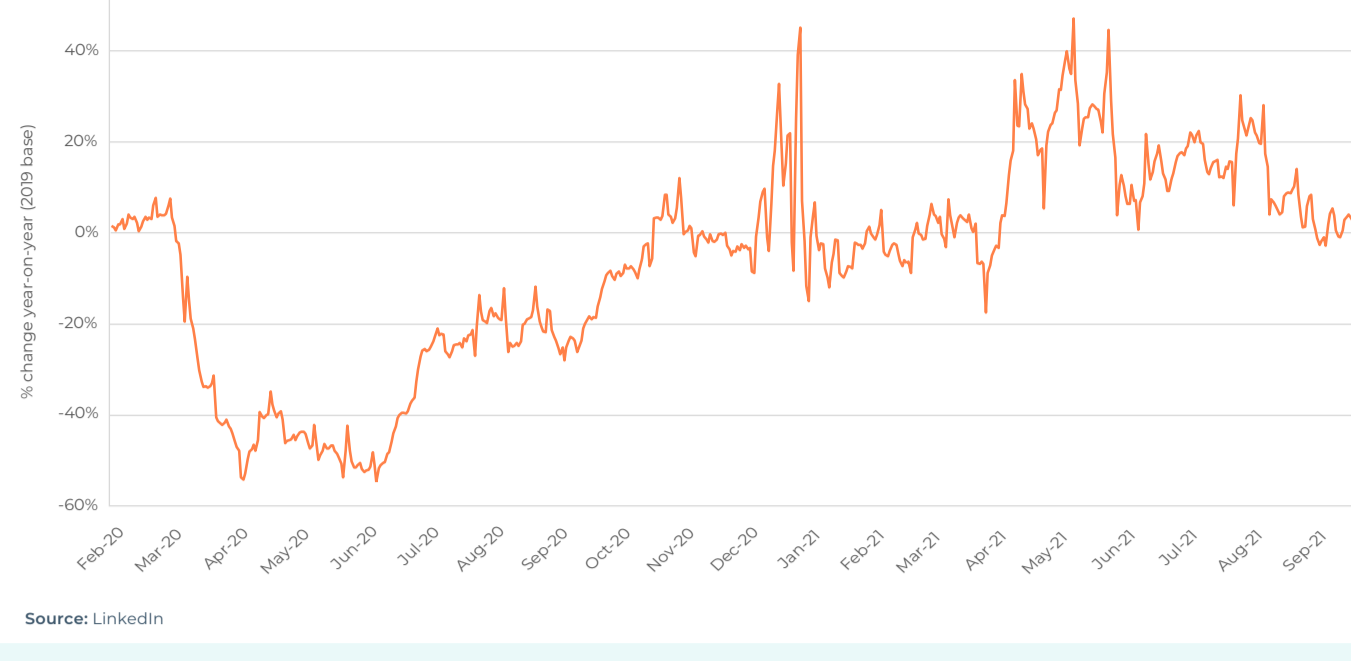
Hiring rebounds in Ireland with a shift to remote, hybrid & flexible.

IDA Ireland, LinkedIn and Microsoft have partnered to bring you quarterly updates on Ireland's employment dynamics using LinkedIn's high frequency labour market insights.

Hiring rebounds in Ireland as recovery continues.

As the vaccination programme reached 3.5m people and restrictions eased during Q3 2021, the LinkedIn Hiring Rate¹ rebounded and is exceeding pre-pandemic levels following the disruptive impact Covid-19 had on the Irish labour market throughout much of 2020 and the first half of 2021.

Figure 1: LinkedIn Hiring Rate



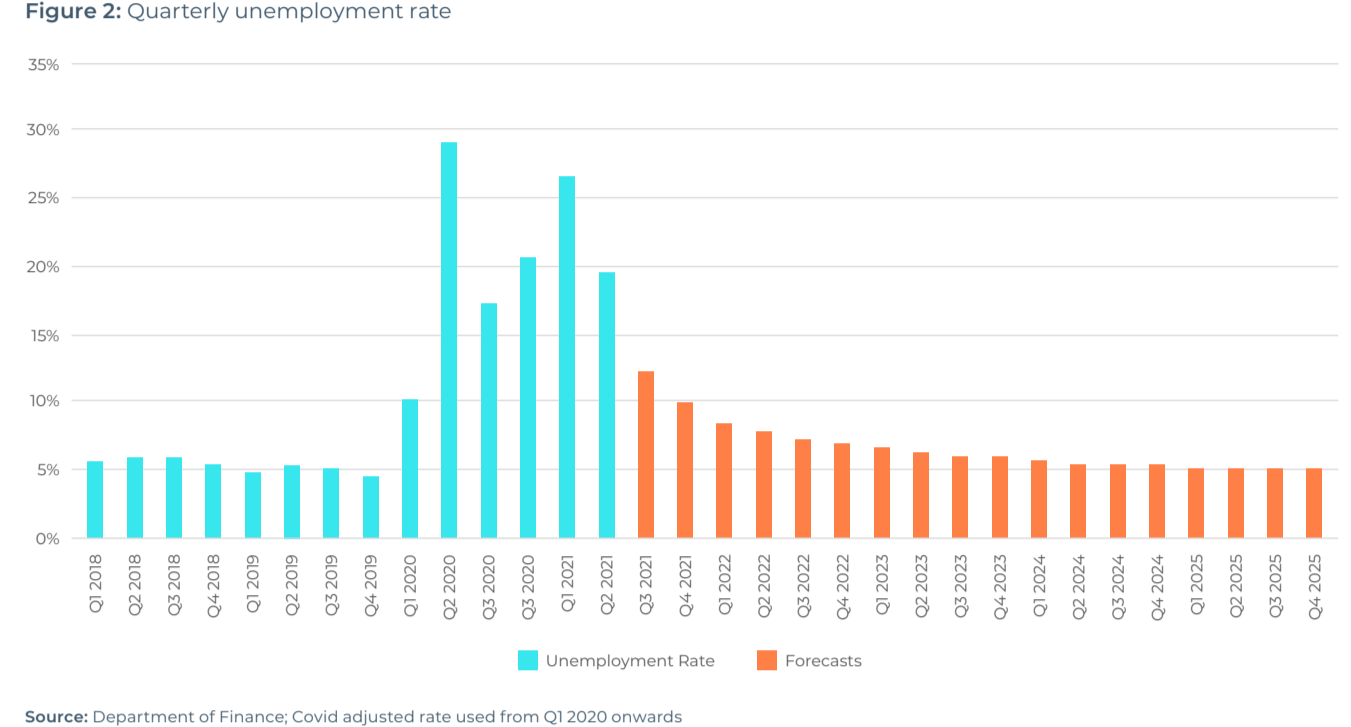
Source: LinkedIn

The LinkedIn Hiring Rate now exceeds 2019 levels.

Hiring rates in July and August 2021 were on average 15% higher than the same periods in 2019.² Hiring rates slowed slightly in September 2021 but remained 2.5% higher on average than in September 2019.

The improvement in the labour market is also evident in national unemployment statistics, with the number of people on pandemic unemployment support continuing to decline. The number of people in employment is expected to return to pre-pandemic levels in mid-2022.

Figure 2: Quarterly unemployment rate



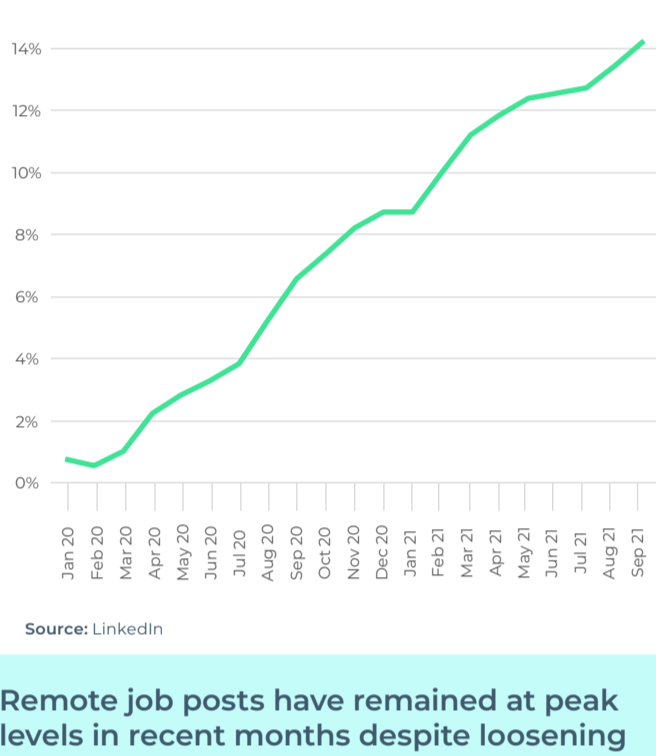
Source: Department of Finance; Covid adjusted rate used from Q1 2020 onwards

Having declined over the course of the year from a peak of 27% in Q1 2021, the Covid-adjusted unemployment rate stood at 10% at the end of Q3 2021. It is expected to fall further in the coming quarters.

Is remote working here to stay?

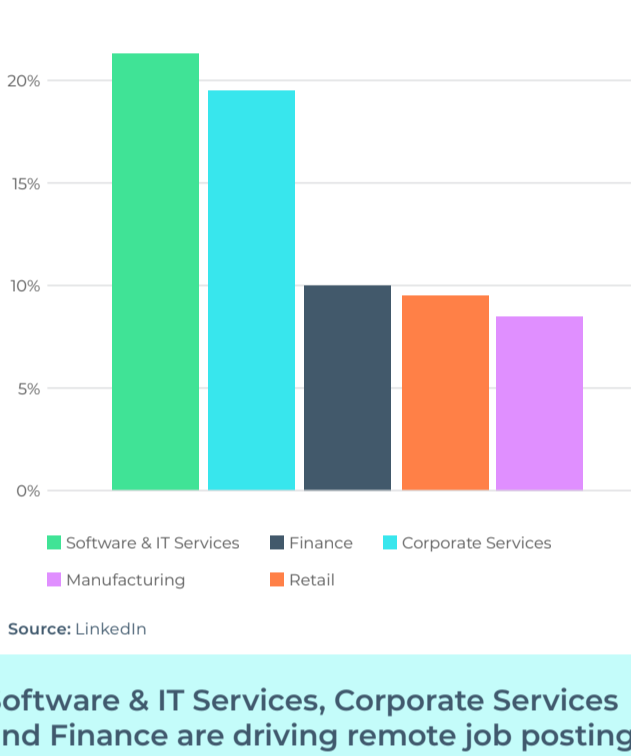
The share of remote job posts on LinkedIn in Ireland³ has increased rapidly since the pandemic began, although there are varying degrees to which tasks across occupations and sectors can be performed remotely. Remote job postings in Ireland are at a similar level to the global average (14% in Q3 2021).

Figure 3: Share of remote job postings on LinkedIn in Ireland (% paid job postings)



Source: LinkedIn

Figure 4: Share of remote job postings by sector on LinkedIn in Ireland



Source: LinkedIn

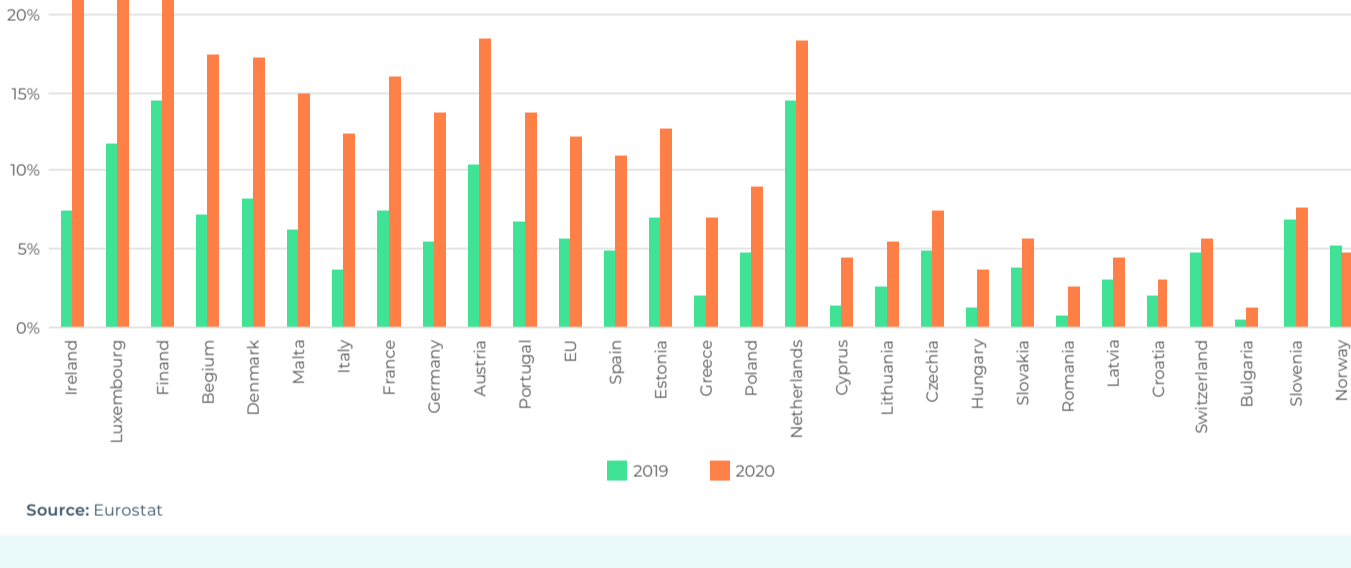
Remote job posts have remained at peak levels in recent months despite loosening workplace restrictions.

Software & IT Services, Corporate Services and Finance are driving remote job postings.

Shifting work patterns in the wake of lockdown.

The pandemic reshaped the Irish labour market, with many offices and worksites shutting for an extended period to contain the spread of Covid-19.

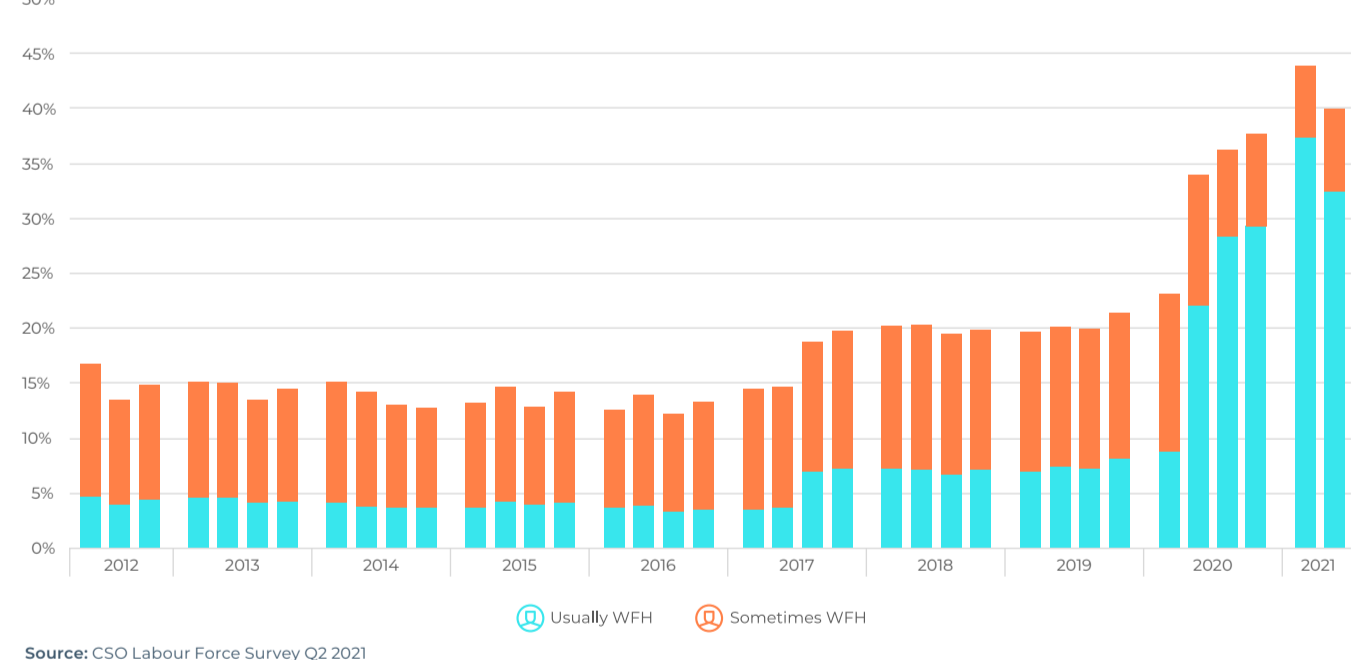
Figure 5: Share of people in employment usually working from home



Source: Eurostat

As the pandemic took hold, Ireland recorded a large increase relative to many other EU countries in the share of employed people usually working from home. Although the majority of Irish workers continued to work outside the home during the crisis with many providing essential services.

Figure 6: Share of people in employment working from home in Ireland



Source: CSO Labour Force Survey Q2 2021

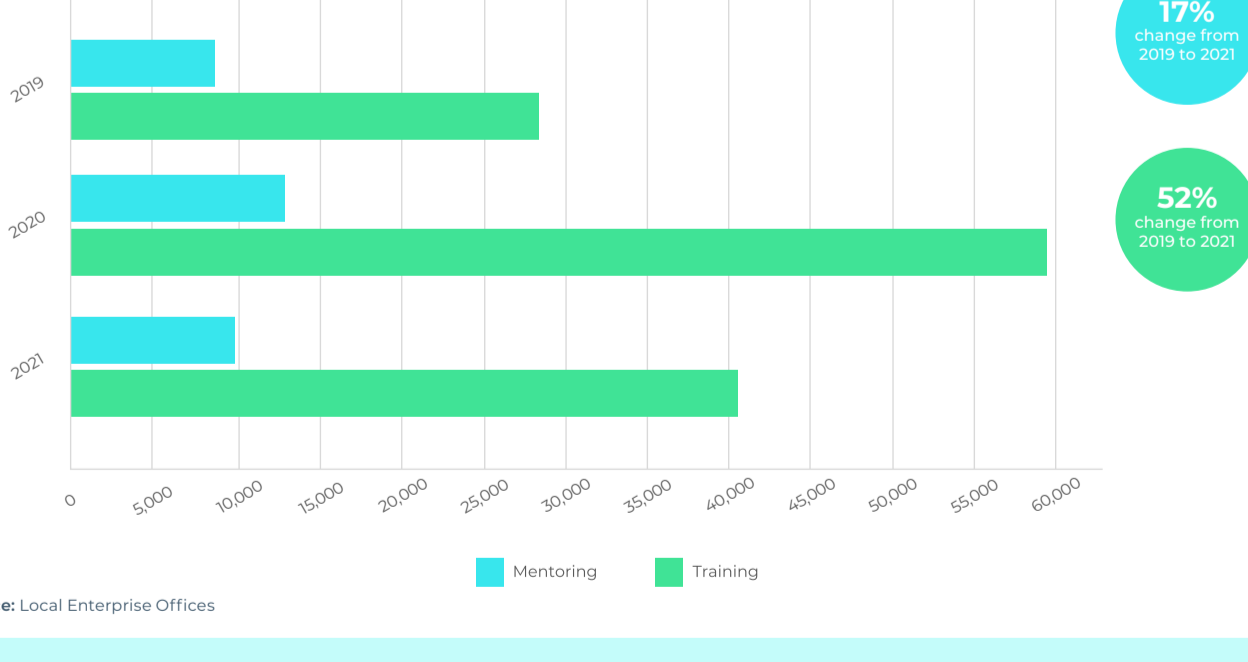
Having increased over 2020 and the first quarter of 2021, the share of people usually working from home fell slightly in Q2 2021 as the lifting of restrictions gathered pace, but remained well above pre-pandemic levels at 32%.

For many workers, it was a first experience with working work and the conversation has now shifted to a remote, hybrid or flexible working approach as workplaces prepare for the future.

Businesses adapt and upskill.

Businesses of all sizes, from multinational to micro enterprises, have demonstrated agility and adaptability since the pandemic began. This has necessitated a focus on innovation, training and upskilling.

Figure 7: Figure 5: No. of people mentored and training by LEOs (Q1 to Q3)



Source: Local Enterprise Offices

Local Enterprise Offices continued to see elevated take-up of mentoring and training programmes so far in 2021 compared to pre-pandemic levels.

"Ireland has developed a unique remote work ecosystem made up of 4 parts - a network of over 400 digital hubs, fully-funded up-skilling programmes for managers and job seekers, local offline communities of remote workers and mapping of the ecosystem on a regular basis to make it easy to navigate." – **Crow Remote**

Looking ahead.

Whether through remote working or on-site health and safety measures, businesses across the country have demonstrated considerable adaptability in unprecedented circumstances. As the phased lifting of restrictions continues and more employees return to the office, data for the coming quarters should provide a clearer picture of how companies will configure their workplace strategies in a 'new normal'.

Notes

- There are two million members on LinkedIn in Ireland. This compares against an Irish labour force of 2.4m, according to the CSO. A paper, published with the World Bank, provides a good example of how LinkedIn data has been validated by a global organisation (World Bank & LinkedIn (2018) Data Insights: Jobs, Skills and Migration Trends Methodology & Validation Results). The LinkedIn Hiring Rate (LHR) is the number of LinkedIn members who added a new employer to their profile in the same month the new job began, divided by the total number of LinkedIn members in that country.
- We compare the 14-day rolling sum with the same day in 2019, to enable comparison with pre-pandemic levels of hiring.
- Thousands of premium job postings posted by companies in Ireland on LinkedIn between January '20 and September '21 were analysed. A "remote job" is defined as one where either the job poster explicitly labelled it as "remote" or if the job contained keywords like "work from home" in the listing.