



Striking a Balance: The Reconciliation of Work and Family Life

Report Authors

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As with all Spotlights, the data presented in the report is also available in an excel format.
See Statistical Spotlight #3 Data Sheet

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Introduction

This Statistical Spotlight presents data on the reconciliation of work and family life in Ireland. A key objective of *First 5, A Whole-of-Government Strategy for Babies, Young Children and their Families 2019-2028* is that “parents will be assisted to balance working and caring to contribute to optimum child development and to best suit their family circumstances”¹. *First Five* sets out plans to develop a new parental leave scheme, as well as a range of measures to develop greater family-friendly flexible working arrangements to enable children to spend more time with their parents especially in their first year. *First Five* also commits that DCYA will consider, in conjunction with the relevant Government Departments, options to develop and publish more detailed, current data about nature and uptake of paid and unpaid maternity, paternity and parental leave and flexible working arrangements². This Spotlight collates data relevant to work-life balance for families, on topics such as work, maternity, paternity (introduced in 2017) and parental leave (introduced in 1998), and early learning and care and school age childcare.

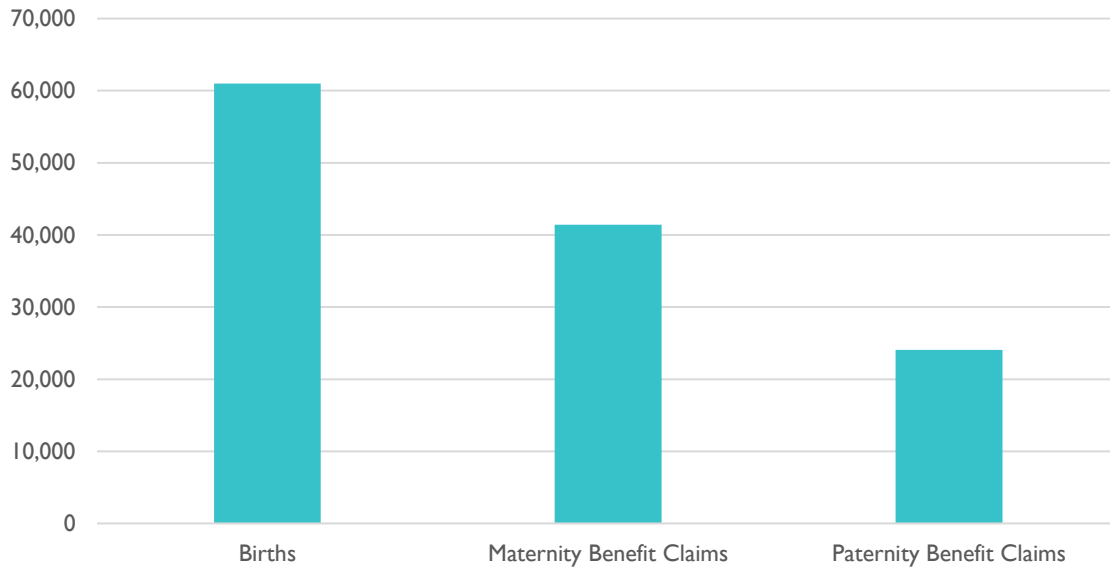
Data were sourced from the Central Statistics Office (CSO), Growing Up In Ireland, EUROSTAT the official statistical office of the European Union, the Organisation for Economic Co-operation and Development (OECD), the International Network on Leave Policies and Research (Leave Network), European Commission Eurobarometer, the Department of Employment Affairs and Social Protection (DEASP) and PeoplePoint. PeoplePoint was used to source data on the uptake of leave across the civil service and data refer only to those organisations that are/were utilising the PeoplePoint system for HR transactions between 01/01/15 – 31/12/18 and were based on a report generated by PeoplePoint in August 2019 to show all maternity leave and paternity leave, and a second report in October 2019 to show parental leave applicants across these organisations. For more information on PeoplePoint and the other data sources see the Background Notes.

¹ First 5: Goal A, Objective 1.

² First 5: Goal D, Building Block 4.



Figure 1: Summary Statistics 2018



For the CSO's Census of Population purposes, a family is defined as a couple (married or cohabiting) with or without children, or a one-parent family with one or more children. In this Spotlight, we consider families with children only, and all references to families can be taken to mean families with children.

Relevant demographic information is provided below.

- The young-age dependency ratio is the number of young people aged 0 -14 as a percentage of the population of working age. Ireland's young-age dependency ratio³ in 2016 was 32.3⁴.
- In 2018, the birth rate⁵ was 12.6 per 1,000 and the total period fertility rate⁶ (TPFR) was 1.8 which is below replacement level.
- There were 862,721 families in 2016, an increase of around one third from 633,341 in 1996. *Table 1* provides a breakdown of these families by type and percentage change from the previous census for the past 5 censuses.
- In the second quarter of 2018⁷ there were over 1,000,000 persons with children aged under 15 living in their household. Around three quarters of these people were part of a couple with children living inside the household and a further 10% were female lone parents. There were also nearly 160,000 persons with responsibility for children under 15 living outside their household. See *Table 2*.

³ See Background Notes

⁴ CSO Census of Population, 2016.

⁵ See Background Notes

⁶ See Background Notes

⁷ Source: Previously unpublished data from CSO Labour Force Survey Ad hoc Module on Reconciliation between work and family life, q2 2018



Table 1: Family types in Ireland, Censuses of Population, 2002 - 2016

| | 2002 | % change from previous Census | 2006 | % change from previous Census | 2011 | % change from previous Census | 2016 | % change from previous Census |
|-------------------|---------|-------------------------------|---------|-------------------------------|---------|-------------------------------|---------|-------------------------------|
| All families | 691,607 | 9.2 | 749,626 | 8.4 | 834,266 | 11.3 | 862,721 | 3.4 |
| Married couple | 508,035 | 3.4 | 516,404 | 1.6 | 558,682 | 8.2 | 568,317 | 1.7 |
| Cohabiting couple | 29,709 | 134.7 | 43,982 | 48 | 60,269 | 37 | 75,587 | 25.4 |
| One parent mother | 130,364 | 20.4 | 162,551 | 24.7 | 186,284 | 14.6 | 189,112 | 1.5 |
| One parent father | 23,499 | 12.8 | 26,689 | 13.6 | 29,031 | 8.8 | 29,705 | 2.3 |

Source: CSO Censuses of Population

Table 2: Number of persons with or whose partner has responsibility for children <15 years inside or outside household by family composition, 2018

| | Couple | Lone Parent Female | Lone Parent Male | Other neither a lone parent nor a couple | Total |
|--|---------|--------------------|------------------|--|-----------|
| Persons with children < 15 living inside the household** | 934,800 | 125,800 | 18,600 | 10,900 | 1,090,000 |
| Persons with children <15 living outside the household** | 119,200 | 16,900 | * | 20,000 | 159,700 |

Source: CSO Labour Force Survey Ad hoc Module on Reconciliation between work and family life, q2 2018

*Estimates for numbers of persons or averages where there are less than 30 persons in a cell are not produced as estimates are too small to be considered reliable.

**Categories are not mutually exclusive

Work

In the second quarter of 2019, there were 2.3 million persons in employment in Ireland, of which, one fifth (462,000) were in part-time employment. The proportion in part-time employment gradually increased over the past 20 years, from 17.2% in 1999 to a peak of 24.4% in 2013, after which it began to slowly decline to the current level of 20.1%. See Table 3.

Females were more likely than males to work part-time - in 2019 a third of females (31.3% or 331,600 persons) were in part-time employment compared to one in ten males (10.5% or 130,300). While the proportion of males working part-time has increased over time, from between 7% and 8% over the period between 1999 and



Table 3: Number of persons in employment (thousands) classified by sex and by full or part time, q2 1999 - q2 2019

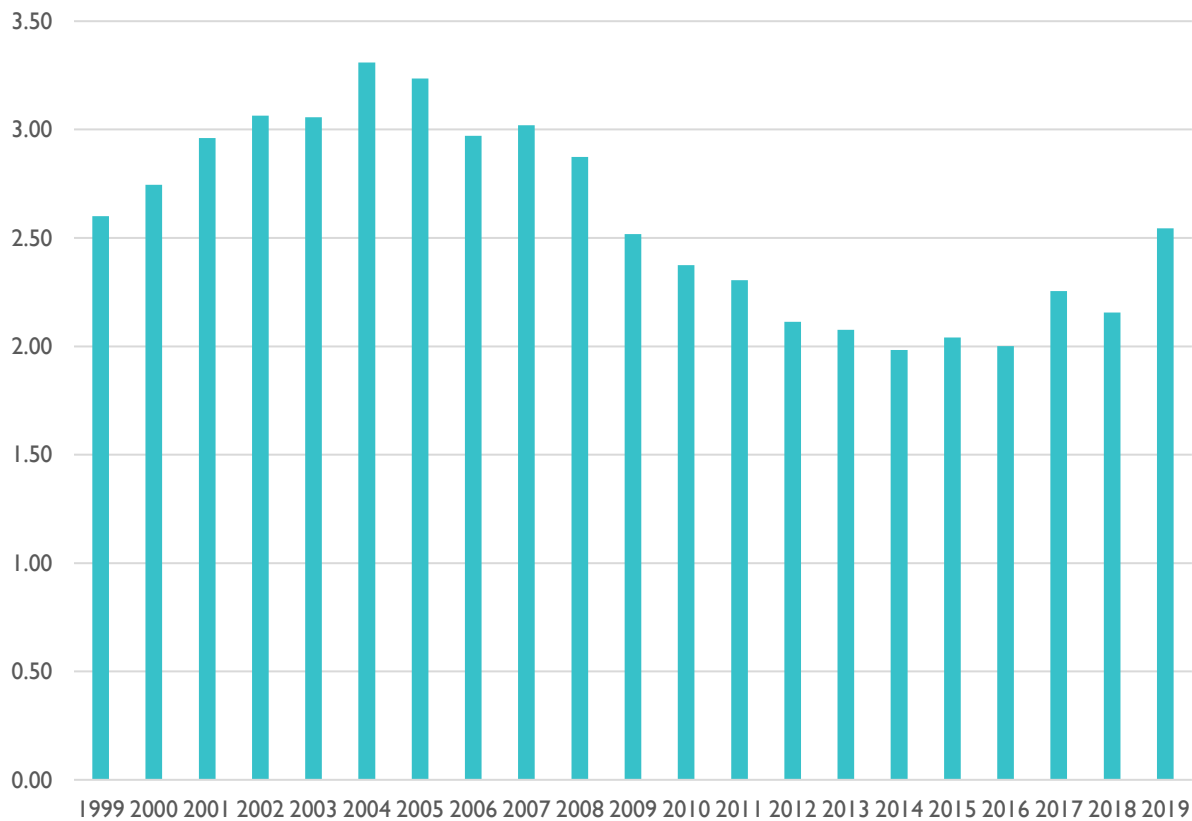
| | Male | | | | Female | | | | Both sexes | | | |
|--------|-----------|-----------|---------|-------------|-----------|-----------|---------|-------------|------------|-----------|---------|-------------|
| | Full Time | Part Time | Total | % Part Time | Full Time | Part Time | Total | % Part Time | Full Time | Part Time | Total | % Part Time |
| 1999Q2 | 921.5 | 80.4 | 1,001.8 | 8.0 | 468.3 | 209.1 | 677.4 | 30.9 | 1,389.8 | 289.4 | 1,679.2 | 17.2 |
| 2000Q2 | 961.3 | 80.6 | 1,041.9 | 7.7 | 495.3 | 221.2 | 716.5 | 30.9 | 1,456.6 | 301.8 | 1,758.4 | 17.2 |
| 2001Q2 | 990.0 | 78.8 | 1,068.8 | 7.4 | 507.7 | 233.3 | 741.0 | 31.5 | 1,497.7 | 312.1 | 1,809.8 | 17.2 |
| 2002Q2 | 995.0 | 77.2 | 1,072.2 | 7.2 | 531.6 | 236.6 | 768.2 | 30.8 | 1,526.6 | 313.8 | 1,840.3 | 17.1 |
| 2003Q2 | 1,006.2 | 80.4 | 1,086.6 | 7.4 | 541.7 | 245.8 | 787.4 | 31.2 | 1,547.8 | 326.2 | 1,874.0 | 17.4 |
| 2004Q2 | 1,039.0 | 77.8 | 1,116.8 | 7.0 | 551.6 | 257.5 | 809.1 | 31.8 | 1,590.6 | 335.3 | 1,925.9 | 17.4 |
| 2005Q2 | 1,076.3 | 84.3 | 1,160.6 | 7.3 | 584.8 | 272.7 | 857.5 | 31.8 | 1,661.1 | 357.0 | 2,018.1 | 17.7 |
| 2006Q2 | 1,121.0 | 95.3 | 1,216.3 | 7.8 | 611.1 | 283.1 | 894.1 | 31.7 | 1,732.1 | 378.4 | 2,110.5 | 17.9 |
| 2007Q2 | 1,161.7 | 101.4 | 1,263.2 | 8.0 | 644.1 | 306.2 | 950.3 | 32.2 | 1,805.8 | 407.6 | 2,213.4 | 18.4 |
| 2008Q2 | 1,139.7 | 108.3 | 1,248.0 | 8.7 | 660.9 | 311.2 | 972.1 | 32.0 | 1,800.6 | 419.5 | 2,220.1 | 18.9 |
| 2009Q2 | 975.8 | 123.6 | 1,099.4 | 11.2 | 618.7 | 311.2 | 929.9 | 33.5 | 1,594.5 | 434.8 | 2,029.3 | 21.4 |
| 2010Q2 | 909.0 | 128.9 | 1,037.9 | 12.4 | 594.0 | 306.1 | 900.1 | 34.0 | 1,503.1 | 435.0 | 1,938.0 | 22.4 |
| 2011Q2 | 876.0 | 136.1 | 1,012.2 | 13.4 | 574.1 | 313.8 | 887.9 | 35.3 | 1,450.1 | 450.0 | 1,900.1 | 23.7 |
| 2012Q2 | 852.4 | 145.7 | 998.1 | 14.6 | 572.1 | 307.8 | 879.9 | 35.0 | 1,424.5 | 453.5 | 1,878.0 | 24.1 |
| 2013Q2 | 881.8 | 152.8 | 1,034.6 | 14.8 | 574.4 | 317.3 | 891.7 | 35.6 | 1,456.2 | 470.1 | 1,926.3 | 24.4 |
| 2014Q2 | 911.2 | 155.4 | 1,066.6 | 14.6 | 595.5 | 308.2 | 903.7 | 34.1 | 1,506.8 | 463.6 | 1,970.3 | 23.5 |
| 2015Q2 | 959.0 | 155.0 | 1,114.0 | 13.9 | 619.6 | 316.2 | 935.7 | 33.8 | 1,578.5 | 471.2 | 2,049.7 | 23.0 |
| 2016Q2 | 985.5 | 162.9 | 1,148.4 | 14.2 | 652.2 | 326.0 | 978.3 | 33.3 | 1,637.7 | 488.9 | 2,126.7 | 23.0 |
| 2017Q2 | 1,036.5 | 139.8 | 1,176.3 | 11.9 | 689.2 | 315.3 | 1,004.5 | 31.4 | 1,725.8 | 455.1 | 2,180.9 | 20.9 |
| 2018Q2 | 1,070.9 | 144.6 | 1,215.5 | 11.9 | 727.8 | 311.7 | 1,039.5 | 30.0 | 1,798.7 | 456.3 | 2,255.0 | 20.2 |
| 2019Q2 | 1,111.6 | 130.3 | 1,242.0 | 10.5 | 726.4 | 331.6 | 1,058.1 | 31.3 | 1,838.1 | 462.0 | 2,300.0 | 20.1 |

Source: CSO Labour Force Survey



2008 to over 10% in subsequent years, part-time work continues to be more prevalent for females. The ratio of female to male part-time workers was at its lowest in 2014 at 2 female part-time workers to each male part-time worker and is now at 2.5. See *Table 3* and *Figure 2*.

Figure 2: The ratio of total female part-time workers to total male part-time workers reported in Q2, 1999-2019



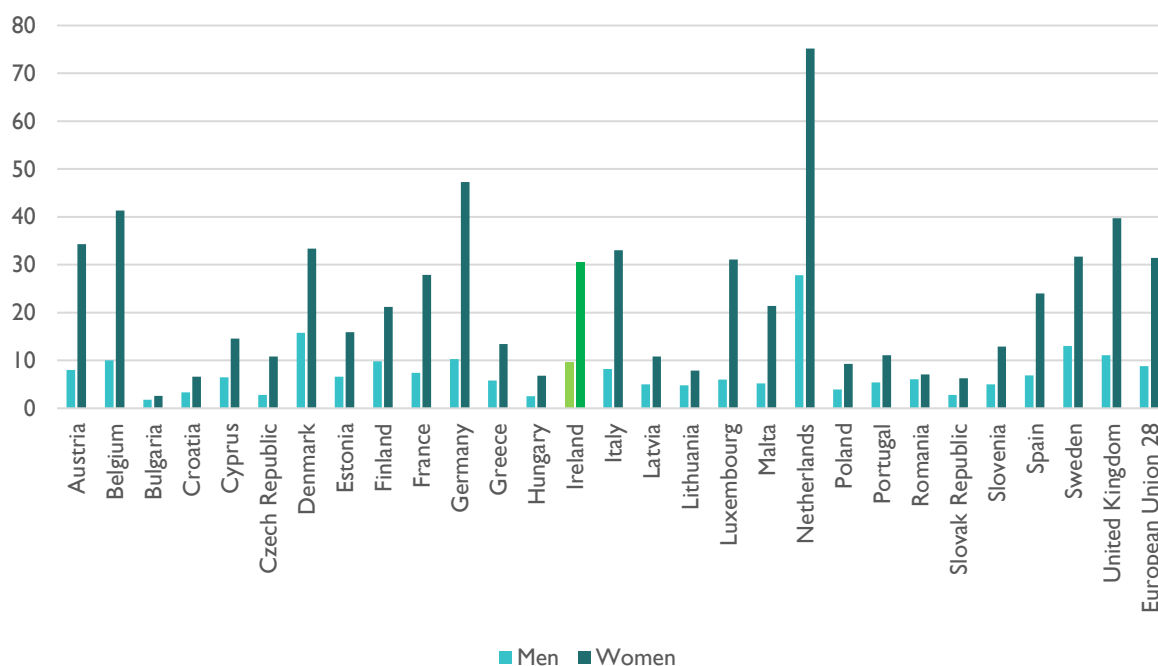
Source: CSO Labour Force Survey, data refer to the second quarter of each year

International Comparisons

The most recently available international figures sourced from Eurostat relate to 2019. These show that the incidence of part-time work varied across the EU in 2019, ranging from the Netherlands, in which over three quarters of female workers and over one quarter of male workers work part-time, to Bulgaria in which 2.6% of female workers and 1.8% of male workers work part-time. In 2019 the average for the EU-28 was 31.4% for female workers 8.8% for male workers. The corresponding figures for Ireland for the same period were similar to the EU average at 30.6% and 9.6% respectively. See *Figure 3*.



Figure 3: Incidence of part-time employment by country and sex, 2019



Source: Eurostat

Note that the figures for Ireland differ very slightly to those published nationally by the CSO for definitional reasons.

Reasons for part-time work

In Ireland in the second quarter of 2019, 88,600 or just under a fifth (19.2%) of all persons who worked part-time indicated that they did so to look after children or incapacitated adults. This proportion has varied slightly over time from 15.5% in 2006 to a low of 12.4% in 2011. There were marked differences by gender⁸. In 2019 over a quarter of (25.2% or 83,700) women who worked part-time indicated that they did so to look after children or incapacitated adults. This compares to less than 5% (3.8% or 4,900) of males. There have been some fluctuations in the percentages over time, but the percentage of women working part-time for reasons of caring responsibilities has consistently been considerably higher than the percentage of men. See Table 4 and Background Notes.

⁸ The main reasons given for females working part-time was personal reasons (32% of all women who worked part time in 2019 or 109,400 women). The second most common reason for women working part time was to look after children or incapacitated adults (25.2% of all women who worked part time or 83,700 women). The main reason given for males working part-time was that they were undergoing school, education or training (27.9% of all men who worked part time in 2019 or 44,300 men). The second most common reason for men working part time was that they could not find full-time employment (27.9% of all men who worked part time or 36,300).



Table 4: Number of persons working part time (thousands) classified by sex and whether working part time was for care reasons

| | Male | | | | Female | | | | Total | | | |
|--------|--|-------------------|-----------------|--|--|-------------------|-----------------|--|--|-------------------|-----------------|--|
| | Looking after children or incapacitated adults** | All other reasons | Total Part Time | % Looking after children or incapacitated adults | Looking after children or incapacitated adults | All other reasons | Total Part Time | % Looking after children or incapacitated adults | Looking after children or incapacitated adults | All other reasons | Total Part Time | % Looking after children or incapacitated adults |
| 2006Q2 | * | * | 95.3 | * | 57.7 | 225.4 | 283.1 | 20.4 | 58.7 | 319.7 | 378.4 | 15.5 |
| 2007Q2 | * | * | 101.4 | * | 57.2 | 249.0 | 306.2 | 18.7 | 58.4 | 349.2 | 407.6 | 14.3 |
| 2008Q2 | * | * | 108.3 | * | 54.6 | 256.6 | 311.2 | 17.5 | 55.8 | 363.7 | 419.5 | 13.3 |
| 2009Q2 | * | * | 123.6 | * | 69.6 | 241.6 | 311.2 | 22.4 | 71.6 | 363.2 | 434.8 | 16.5 |
| 2010Q2 | * | * | 128.9 | * | 59.2 | 246.9 | 306.1 | 19.3 | 60.5 | 374.5 | 435.0 | 13.9 |
| 2011Q2 | * | * | 136.1 | * | 54.4 | 259.4 | 313.8 | 17.3 | 55.9 | 394.1 | 450.0 | 12.4 |
| 2012Q2 | * | * | 145.7 | * | 56.0 | 251.8 | 307.8 | 18.2 | 57.4 | 396.1 | 453.5 | 12.7 |
| 2013Q2 | * | * | 152.8 | * | 61.6 | 255.7 | 317.3 | 19.4 | 63.0 | 407.1 | 470.1 | 13.4 |
| 2014Q2 | * | * | 155.4 | * | 64.3 | 243.9 | 308.2 | 20.9 | 66.7 | 396.9 | 463.6 | 14.4 |
| 2015Q2 | [4.1] | 150.9 | 155.0 | 2.6 | 69.5 | 246.7 | 316.2 | 22.0 | 73.6 | 397.6 | 471.2 | 15.6 |
| 2016Q2 | [5.7] | 157.2 | 162.9 | 3.5 | 74.4 | 251.6 | 326.0 | 22.8 | 80.1 | 408.8 | 488.9 | 16.4 |
| 2017Q2 | [4.7] | 135.1 | 139.8 | 3.4 | 73.5 | 241.8 | 315.3 | 23.3 | 78.3 | 376.8 | 455.1 | 17.2 |
| 2018Q2 | [7.4] | 137.2 | 144.6 | 5.1 | 82.7 | 229.0 | 311.7 | 26.5 | 90.1 | 366.2 | 456.3 | 19.7 |
| 2019Q2 | [4.9] | 125.4 | 130.3 | 3.8 | 83.7 | 247.9 | 331.6 | 25.2 | 88.6 | 373.4 | 462.0 | 19.2 |

Source: CSO Labour Force Survey

* Estimates for numbers of persons or averages where there are less than 30 persons in a cell are not produced as estimates are too small to be considered reliable.

** Included as a response category for the first time in 2006



Impact of care responsibilities on work

In the second quarter of 2018, there were 575,300 adults in employment with responsibility or whose partner has responsibility for a child(ren) under 15 living within their household. Of those, just under one fifth (112,000 persons) found that their caring responsibilities had impacted on their employment. The most common impact given was the effect being reduced working hours (42,900 persons). See *Table 5 and Background Notes*.

Table 5: Persons in employment (thousands) with care responsibilities classified by whether care responsibilities have had an effect on current employment and what the effect was, q2 2018

| | Persons with children < 15 living inside the household ** | Persons with children < 15 living outside the household ** |
|------------------------------|---|--|
| No Effect | 463.1 | 44.4 |
| Had an effect | 112.2 | 11.4 |
| <i>of which</i> | | |
| <i>Reduced working hours</i> | [42.9] | [6.0] |
| <i>All other effects*</i> | 69.3 | 5.4 |
| Total in employment | 575.3 | 55.8 |

Source: CSO Labour Force Survey Ad hoc Module on Reconciliation between work and family life, q2 2018

*Number in these other categories too small to present separately

** Categories are not mutually exclusive

Parentheses [] indicate where there are 30-49 persons in a cell, estimates are considered to have a wider margin of error and should be treated with caution.

There were 55,800 persons in employment who had/whose partner had responsibility for a child(ren) under 15 living outside of the household. Of these 11,400 also indicated that caring responsibilities had influenced their working life. The most common effect again being reduced working hours which impacted on 6,000 or more than half of all persons in this group. See *Table 5*.

While there were 575,300 persons in employment who had or whose partner has responsibility for a child(ren) under 15 living in the household, a further 34,000 persons were not in employment. Of these, over two thirds (23,600) indicated that the child(ren) were the main reason they had not worked. See *Table 6*.



Table 6: Whether responsibility for children/partners children was the main reason you have not worked (Thousands), q2 2018

| | Yes | No | Total |
|--|------|------|-------|
| Total number of persons not in employment who have/partner has responsibility for children under 15 in the household | 23.6 | 10.4 | 34.0 |

Source: CSO Labour Force Survey Ad hoc Module on Reconciliation between work and family life, q2 2018

Work and family can impact one another in both directions. Of the caregivers⁹ of 5-year olds included in Growing Up in Ireland¹⁰, many primary (46%) and secondary (54%) caregivers found that they had missed out on family time because of work responsibilities. It was also found that almost 28% of primary caregivers and 19% of secondary caregivers agreed or strongly agreed that they had to turn down work activities or opportunities because of family responsibilities. See Table 7.

Table 7: Work/life balance of Primary and Secondary Caregivers when the Study Child was 5 years old

| | Strongly disagree (%) | Disagree (%) | Neither agree nor disagree (%) | Agree (%) | Strongly agree (%) | Total (%) |
|--|-----------------------|--------------|--------------------------------|-----------|--------------------|-----------|
| Because of work responsibilities, you missed out on family activities | | | | | | |
| Primary Caregiver | 18 | 29 | 7 | 31 | 15 | 100 |
| Secondary Caregiver | 13 | 23 | 9 | 35 | 19 | 100 |
| Because of work responsibilities, family time is less enjoyable | | | | | | |
| Primary Caregiver | 18 | 34 | 11 | 27 | 10 | 100 |
| Secondary Caregiver | 17 | 37 | 13 | 25 | 9 | 100 |
| Because of family responsibilities, you have to turn down work activities or opportunities | | | | | | |
| Primary Caregiver | 21 | 41 | 9 | 22 | 6 | 100 |
| Secondary Caregiver | 24 | 45 | 11 | 16 | 3 | 100 |
| Because of family responsibilities, work is less enjoyable and more pressured | | | | | | |
| Primary Caregiver | 19 | 43 | 11 | 22 | 6 | 100 |
| Secondary Caregiver | 21 | 45 | 13 | 17 | 4 | 100 |

Source: Growing Up In Ireland, '08 cohort, collected in 2013

⁹ See Background Notes

¹⁰ Growing Up in Ireland is the national longitudinal study of children and young people in Ireland.



Types of Leave

This section provides information on the uptake of maternity leave, paternity leave, adoptive leave and concludes with parental leave. Although each leave type is presented separately, parents can avail of a combination of each.

Maternity Leave

Mothers in Ireland are entitled to 26 weeks' maternity leave together with 16 weeks' additional unpaid maternity leave, subject to meeting criteria related to PRSI contributions (Maternity Leave Protection Acts 1994 and 2004)¹¹. While the standard payment is €245 per week, some employers top up this amount. Data is not available on the extent of the top-ups at present (see Conclusion). The International Labour Organisation (ILO) state that statutory maternity leave is central to decent work for mothers¹², allowing them to balance their family lives with work lives and guarding against discrimination when effectively implemented¹³.

The annual number of maternity benefit claims¹⁴ awarded has declined by nearly 7,000 from 48,367 in 2009 to 41,429 in 2018. The birth rate fell each year between 2009 and 2018 and stood at 12.6 in 2018. See *Table 8 and Figure 4*.

Table 8: Maternity benefit claims awarded by year, 2009-2018

| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|---------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Claims awarded | 48,367 | 48,806 | 48,827 | 45,415 | 45,491 | 44,555 | 44,740 | 41,646 | 45,621 | 41,429 |
| Number of births | 75,554 | 75,174 | 74,033 | 71,674 | 68,954 | 67,295 | 65,536 | 63,841 | 62,053 | 61,016 |
| Birth rate per 1,000 population | 16.7 | 16.5 | 16.2 | 15.6 | 15 | 14.6 | 14 | 13.5 | 12.9 | 12.6 |

Source: DEASP Annual Statistics Report, 2018, CSO Vital Statistics – data for 2017 and 2018 are provisional and subject to revision

¹¹ In 2018, there were 1,335 maternity benefit claims rejected due to insufficient PRSI contributions and 845 claims withdrawn. Claims withdrawn relate to the loss of a pregnancy before 24 weeks.

¹² The ILO defines decent work as involving “opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.”

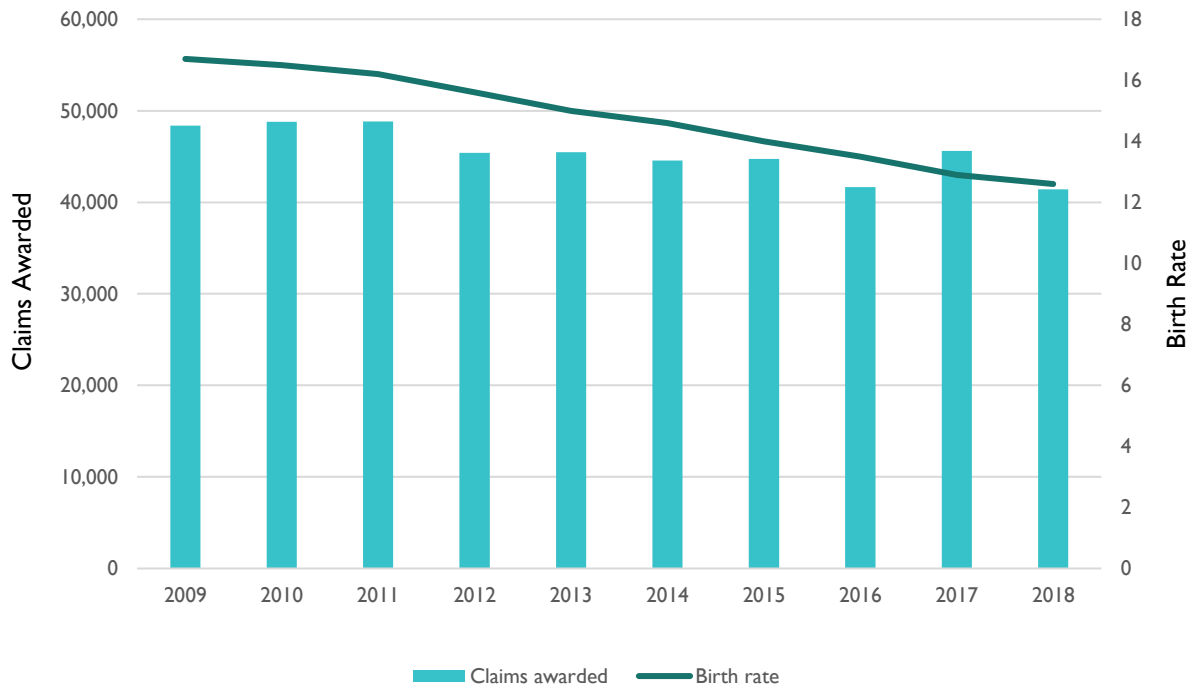
¹³ For more information, see the ILO’s report: *Maternity and paternity at work: Law and practice across the world* (Geneva, 2014), available at: www.ilo.org/maternityprotection.

¹⁴ See Background Notes for definitions related to Social Welfare Payments



The number of maternity benefit recipients varies by month. In December 2018, in line with population data the largest number of maternity benefit claims awarded were in Dublin (6,113) followed by Cork (2,444) and the lowest number were in Leitrim (168). See Table 9.

Figure 4: Maternity Benefit claims awarded and birth rate, Ireland, 2009-2018



Source: DEASP and CSO



Table 9: Monthly Maternity Benefit recipients by county, 2018

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|-----------|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Carlow | * | 233 | 236 | 239 | 231 | 237 | 218 | 244 | 248 | 244 | 241 | 255 |
| Cavan | * | 250 | 291 | 290 | 302 | 320 | 327 | 344 | 342 | 341 | 335 | 335 |
| Clare | * | 426 | 455 | 436 | 421 | 436 | 453 | 456 | 457 | 473 | 472 | 454 |
| Cork | * | 2,186 | 2,361 | 2,358 | 2,323 | 2,335 | 2,307 | 2,374 | 2,401 | 2,456 | 2,489 | 2,444 |
| Donegal | * | 486 | 554 | 569 | 548 | 559 | 518 | 596 | 615 | 627 | 645 | 652 |
| Dublin | * | 5,455 | 5,894 | 5,830 | 5,745 | 5,856 | 5,827 | 6,000 | 6,040 | 6,122 | 6,199 | 6,113 |
| Galway | * | 1,040 | 1,110 | 1,111 | 1,092 | 1,078 | 1,041 | 1,130 | 1,141 | 1,160 | 1,178 | 1,192 |
| Kerry | * | 487 | 532 | 545 | 506 | 497 | 499 | 509 | 529 | 525 | 568 | 592 |
| Kildare | * | 968 | 1,043 | 1,029 | 1,025 | 1,041 | 1,018 | 1,062 | 1,084 | 1,086 | 1,124 | 1,102 |
| Kilkenny | * | 360 | 394 | 387 | 349 | 330 | 349 | 344 | 373 | 368 | 397 | 425 |
| Laois | * | 321 | 311 | 296 | 295 | 310 | 341 | 315 | 324 | 316 | 327 | 332 |
| Leitrim | * | 150 | 146 | 133 | 124 | 132 | 116 | 137 | 138 | 150 | 165 | 168 |
| Limerick | * | 698 | 801 | 802 | 789 | 769 | 728 | 778 | 786 | 767 | 784 | 780 |
| Longford | * | 144 | 143 | 140 | 145 | 142 | 125 | 141 | 159 | 166 | 171 | 182 |
| Louth | * | 469 | 499 | 487 | 479 | 444 | 494 | 468 | 482 | 508 | 560 | 562 |
| Mayo | * | 458 | 491 | 488 | 469 | 452 | 465 | 466 | 485 | 467 | 521 | 535 |
| Meath | * | 799 | 855 | 833 | 832 | 820 | 881 | 854 | 892 | 902 | 942 | 944 |
| Monaghan | * | 258 | 275 | 282 | 286 | 275 | 260 | 292 | 290 | 292 | 305 | 297 |
| Offaly | * | 277 | 302 | 319 | 304 | 295 | 237 | 157 | 292 | 274 | 272 | 274 |
| Roscommon | * | 234 | 221 | 221 | 217 | 218 | 234 | 234 | 246 | 253 | 254 | 264 |
| Sligo | * | 229 | 255 | 250 | 242 | 232 | 230 | 241 | 246 | 249 | 277 | 288 |
| Tipperary | * | 588 | 596 | 589 | 575 | 586 | 608 | 598 | 634 | 666 | 677 | 712 |
| Waterford | * | 385 | 440 | 435 | 434 | 419 | 421 | 468 | 477 | 494 | 497 | 502 |
| Westmeath | * | 394 | 387 | 367 | 368 | 348 | 332 | 368 | 378 | 389 | 384 | 381 |
| Wexford | * | 512 | 526 | 539 | 507 | 517 | 548 | 553 | 587 | 588 | 616 | 612 |
| Wicklow | * | 558 | 583 | 568 | 575 | 591 | 614 | 609 | 608 | 625 | 607 | 594 |
| Others | * | 159 | 178 | 171 | 174 | 141 | 184 | 303 | 173 | 186 | 185 | 191 |
| Total | * | 18,524 | 19,879 | 19,714 | 19,357 | 19,380 | 19,375 | 20,041 | 20,427 | 20,694 | 21,192 | 21,182 |

Source: DEASP
 * Data for January unavailable



International Comparisons

Ireland’s maternity leave entitlement of 42 weeks in total is almost double the EU average of 21.9 weeks. As of 2016, Ireland had the third longest maternity leave entitlement (including paid and unpaid leave) in the EU, following the UK at 52 weeks and Greece at 43 weeks. However, when considering cross country comparisons all leave types should be considered together as a whole. See *Table 10 and Figure 5*.

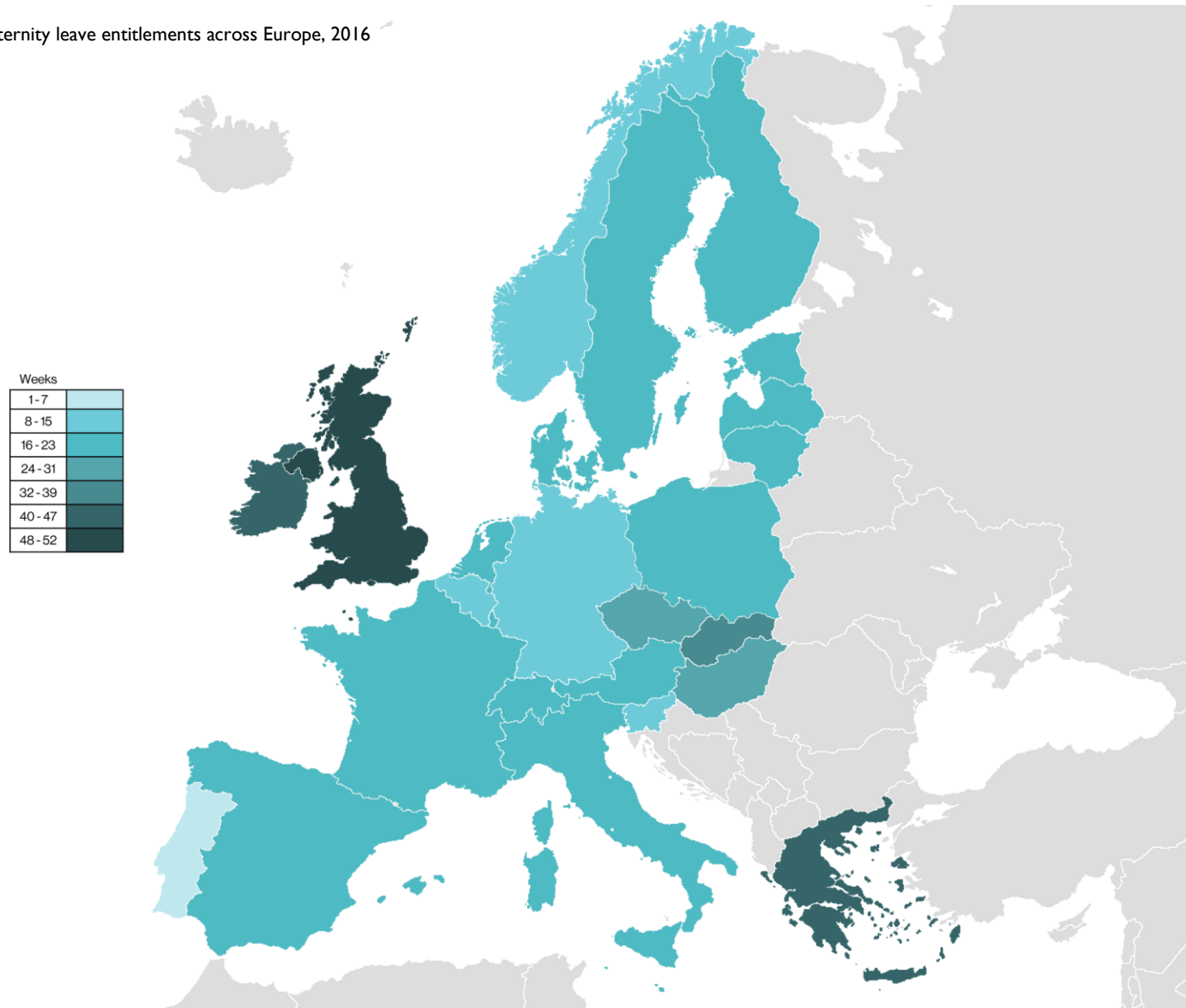
Table 10: Length in weeks of maternity leave entitlements, both paid and unpaid, selected European countries, 2012-2016

| Country | 2012 | 2013 | 2014 | 2015 | 2016 |
|-----------------|------|------|------|------|------|
| Austria | 16 | 16 | 16 | 16 | 16 |
| Belgium | 15 | 15 | 15 | 15 | 15 |
| Czech Republic | 28 | 28 | 28 | 28 | 28 |
| Denmark | 18 | 18 | 18 | 18 | 18 |
| Estonia | 20 | 20 | 20 | 20 | 20 |
| Finland | 17.5 | 17.5 | 17.5 | 17.5 | 17.5 |
| France | 16 | 16 | 16 | 16 | 16 |
| Germany | 14 | 14 | 14 | 14 | 14 |
| Greece | 43 | 43 | 43 | 43 | 43 |
| Hungary | 24 | 24 | 24 | 24 | 24 |
| Ireland | 42 | 42 | 42 | 42 | 42 |
| Italy | 21.7 | 21.7 | 21.7 | 21.7 | 21.7 |
| Latvia | * | * | * | * | 16 |
| Lithuania | * | * | * | * | 18 |
| Luxembourg | 16 | 16 | 16 | 16 | 16 |
| Netherlands | 16 | 16 | 16 | 16 | 16 |
| Norway | * | 9.0 | 17.0 | 13.0 | 13.0 |
| Poland | 24 | 26 | 26 | 26 | 20 |
| Portugal | 6.4 | 6.4 | 6.4 | 6 | 6 |
| Slovak Republic | 34 | 34 | 34 | 34 | 34 |
| Slovenia | 15 | 15 | 15 | 15 | 15 |
| Spain | 16 | 16 | 16 | 16 | 16 |
| Sweden | 15.6 | 15.6 | 15.6 | 15.6 | 19.9 |
| Switzerland | * | 16.0 | 16.0 | 16.0 | 16.0 |
| United Kingdom | 52 | 52 | 52 | 52 | 52 |

Source: OECD



Figure 5: Heat map of the length of maternity leave entitlements across Europe, 2016



Source: OECD



Uptake of Maternity Leave across the Civil Service

Over the years between 2015 and 2018 there were over 20,000 women employed in the civil service in organisations using PeoplePoint. Of these, approximately 600 women took maternity leave in each of the years 2015 to 2018. The number is higher in the lower grades, reflecting the larger number of staff in these grades and also the age profiles of the grade structures.

On average nearly three quarters of civil servants who took maternity leave also availed of additional unpaid maternity leave. There were differences however across grade structures. Women in the lower grades were less likely to avail of the additional unpaid maternity leave, with women being more likely to avail of unpaid maternity leave the higher their grade. [Note these tables refer to annual figures so it cannot be assumed that the number of women taking unpaid maternity leave in a given year are the same women who took maternity in the same year, however the figures can be used for indicative purposes.] See *Tables 11, 12 and Background Notes*.

Table 11: Number of women availing of maternity leave in the civil service classified by year and grade

| | 2015 | 2016 | 2017 | 2018 |
|---|--------|--------|--------|--------|
| Services Officer/Clerical Officer | 297 | 277 | 228 | 209 |
| Staff Officer/Executive Officer | 115 | 117 | 119 | 130 |
| Administrative Officer/Higher Executive Officer | 129 | 112 | 97 | 114 |
| Assistant Principal/Professional Technical Post | 85 | 96 | 110 | 129 |
| Principal Officers and above | 9 | 10 | 14 | 9 |
| Other grades* | 9 | 19 | 14 | 16 |
| Total | 644 | 631 | 582 | 607 |
| Total Women in the Civil Service | 20,066 | 20,505 | 20,993 | 21,620 |

*See Background Notes



Table 12: Number of women availing of additional unpaid maternity leave in the civil service classified by year and grade

| | 2015 | 2016 | 2017 | 2018 |
|---|------|------|------|------|
| Services Officer/Clerical Officer | 152 | 156 | 152 | 124 |
| Staff Officer/Executive Officer | 105 | 95 | 78 | 100 |
| Administrative Officer/Higher Executive Officer | 102 | 93 | 82 | 89 |
| Assistant Principal/Professional Technical Post | 81 | 78 | 96 | 110 |
| Principal Officers and above | 5 | 7 | 9 | 9 |
| Other grades* | 14 | 11 | 9 | 14 |
| Total | 459 | 440 | 426 | 446 |

*See Background Notes

Paternity Leave

Paternity leave is a relatively new development in Ireland and across much of Europe (The Paternity Leave and Benefit Act 2016 provides for statutory paternity leave of 2 weeks)¹⁵. It was introduced in Ireland in September 2016 and offers working fathers two weeks' paid leave which must be taken before the baby reaches six months. It is paid at the same rate as maternity benefit (which is currently €245 per week).

Paternal involvement in early years can have a significant impact on child development and recognition that both mothers and fathers have caring responsibilities contributes to better work-life balance and gender equality in the labour market¹⁶. *First 5* recognises the importance of the time that children and their parents spend together in a nurturing and playful home environment, facilitated through more generous parental leave entitlements. In 2017, the first full year of Paternity leave, 26,659 fathers availed of paternity leave and a further 24,040

¹⁵For more information, see: European Commission, (2018). Paternity and parental leave policies across the European Union. Assessment of current provision. Luxembourg: Publications Office of the European Union. <https://publications.europa.eu/en/publication-detail/-/publication/a8464ad8-9abf-11e8-a408-01aa75ed71a1/language-en>

¹⁶Eurofound, (2015). Promoting Uptake of Parental and Paternity Leave Among Fathers in the European Union. Luxembourg: Publications Office of the European Union.



paternity leave claims were awarded in 2018¹⁷. In both 2017 and 2018, August saw the highest number of claims awarded at 2,628 and 2,549 respectively, There were differences between the number of births registered and the number of fathers taking paternity leave in 2017 and 2018, with 35,000 fewer Paternity Benefit claims awarded than births registered in both years, however it must be noted that paternity leave is not mandatory and eligibility is subject to certain criteria. See *Table 13 and Figure 6*.

Table 13: Paternity benefit claims awarded, September 2016 to June 2019 and total births registered, 2017 and 2018¹⁸

| | 2016 | 2017 | 2018 | 2019 |
|-------------------|--------|--------|--------|-------|
| January | * | 1,838 | 1,989 | 2,726 |
| February | * | 1,707 | 1,925 | 2,462 |
| March | * | 2,608 | 1,750 | 1,961 |
| April | * | 1,590 | 1,854 | 1,968 |
| May | * | 2,335 | 2,427 | 2,580 |
| June | * | 3,178 | 1,584 | 1,886 |
| July | * | 2,607 | 1,905 | * |
| August | * | 2,628 | 2,549 | * |
| September | 684 | 2,303 | 1,752 | * |
| October | 1,471 | 2,001 | 2,102 | * |
| November | 1,505 | 2,395 | 2,543 | * |
| December | 1,353 | 1,369 | 1,700 | * |
| Total | 5,013 | 26,559 | 24,080 | * |
| Births registered | 63,841 | 62,053 | 61,016 | * |

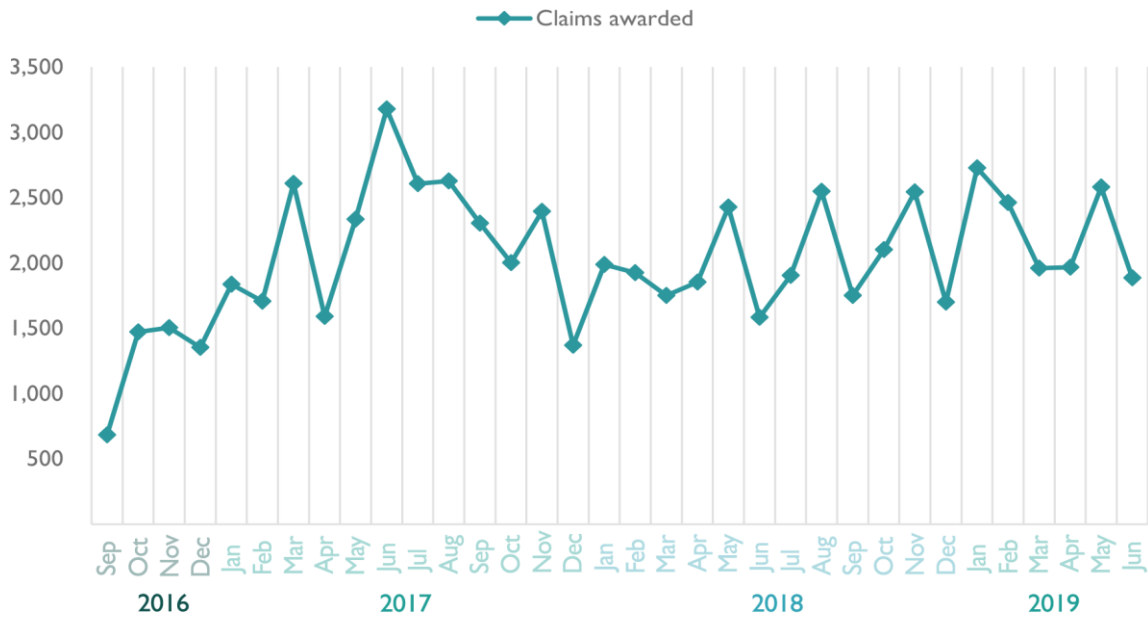
Source: DEASP and CSO

¹⁷ In 2018 there were 380 paternity leave claims rejected and 460 claims withdrawn. The claims rejected may have been due to insufficient PRSI contributions but also may have been due to timing of applications. Claims withdrawn relate to the loss of a pregnancy before 24 weeks.

¹⁸ *Paternity benefit became available in September 2016 onwards and at the time of writing, figures for the latter half of 2019 were not yet available.



Figure 6: Paternity benefit claims awarded, September 2016 to June 2019

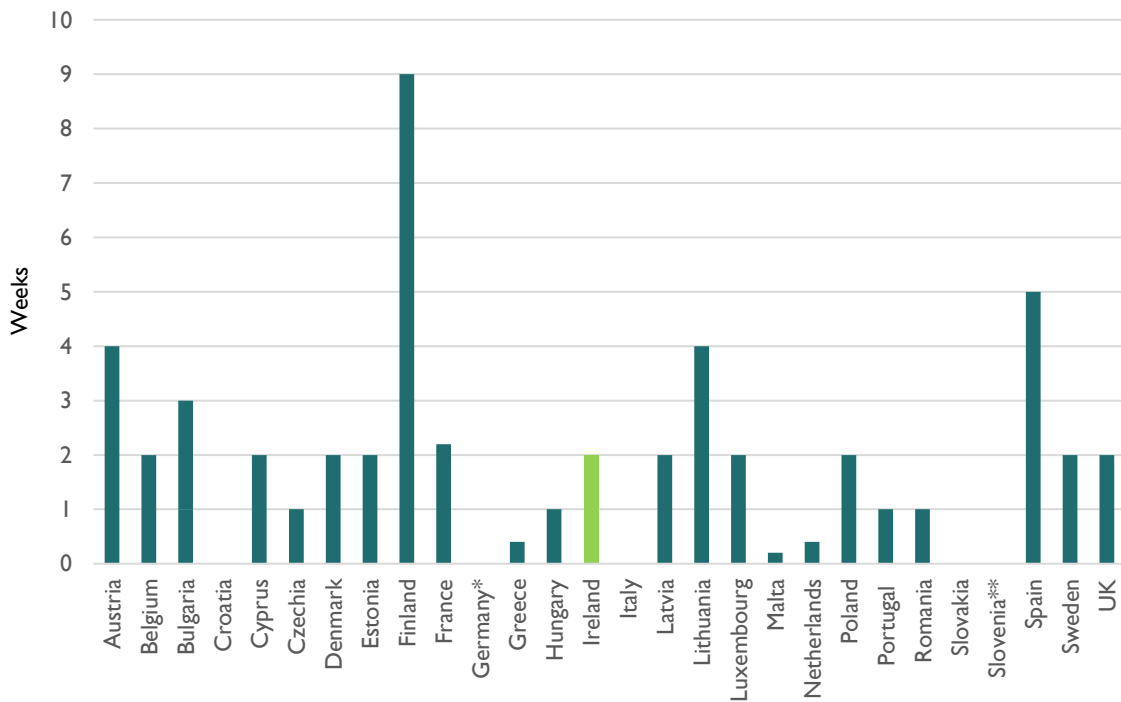


Source: DEASP

International Comparisons

Ireland compares well with the rest of the EU in terms of the length of paternity leave afforded to fathers (2 weeks). See Figure 7.

Figure 7: Weeks of paternity leave by country, 2018



Source: European Commission, 2018.

* German fathers don't have statutory paternity leave entitlements however they can take equal parental leave to mothers.

**Unreliable data for Slovenia.



Paternity leave uptake across the Civil Service

There were slightly less than 14,000 men employed in the civil service in 2017 and slightly over 14,000 in 2018 in organisations using PeoplePoint. Of these, just over 300 (or 2.2%) availed of paternity leave in each of 2017 and 2018. See *Table 14 and Background Notes*.

Table 14: Number of men who availed of paternity leave in the civil service classified by year and grade

| | 2017 | 2018 |
|---|--------|--------|
| Services Officer/Clerical Officer | 72 | 60 |
| Staff Officer/Executive Officer | 90 | 78 |
| Administrative Officer/Higher Executive Officer | 77 | 96 |
| Assistant Principal/Professional Technical Post | 57 | 71 |
| Principal Officers and above | 7 | 12 |
| Other grades* | 8 | 6 |
| Total | 311 | 323 |
| Total Men in the Civil Service | 13,846 | 14,401 |

*See Background Notes

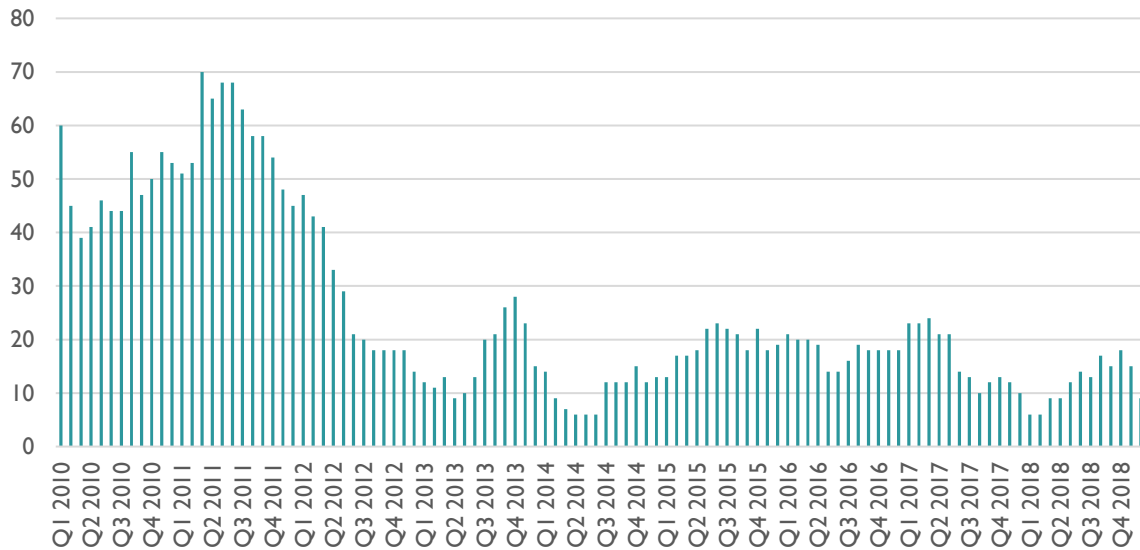
Adoptive Benefit

Adoptive Benefit is paid during Adoptive Leave to adopting mothers or to single males who adopt a child, both employees and self-employed, subject to meeting certain PRSI contribution conditions at the current rate of €245 per week. It is paid from the date the child is placed with the adopting parents for 24 continuous weeks. The Adoptive Leave Acts, 1995 and 2005 provide for adoptive leave in Ireland. There is an entitlement to an additional 16 weeks of adoptive leave, again unpaid.

As with maternity leave the employee is obliged to give four weeks written notice of taking the leave and/or returning to work. The employee continues to accrue his/her entitlements except for remuneration. See *Figure 8*.



Figure 8: Time series of adoptive benefit recipients, 2010 to 2018



Source: DEASP

Parental Leave

The Parental Leave Acts 1998 - 2019 allow parents to take parental leave from employment. The Parental Leave Act 1998, which gave effect to the EU Parental Leave Directive (96/34/EC) introduced for the first time in Ireland a statutory right to parental and force majeure leave and came into force on 3 December 1998.

Subsequent Parental leave entitlements for parents of eligible children increased from 18 weeks to 22 weeks in September 2019 and will increase from 22 to 26 weeks from September 2020. The age of qualifying children also increased from 8 to 12 years in 2019. In some circumstances older children also qualify.

In the second quarter of 2018, 17,100 people with/whose partner had responsibility for a child(ren) aged under 15 living in the household had taken parental leave over the duration of their employment for childcare reasons. A further 151,100 had taken parental leave in combination with maternity/paternity leave. See *Table 15*.

Table 15: Whether persons who have/partner has responsibility for children under 15 in the household took time off work for childcare reasons as parental leave, Q2 2018

| | Yes, in combination with maternity/paternity leave | Yes, only parental leave | No, only maternity/paternity leave | No, none of the above | Total |
|-------|--|--------------------------|------------------------------------|-----------------------|---------|
| Total | 151,100 | 17,100 | 162,000 | 105,000 | 435,200 |

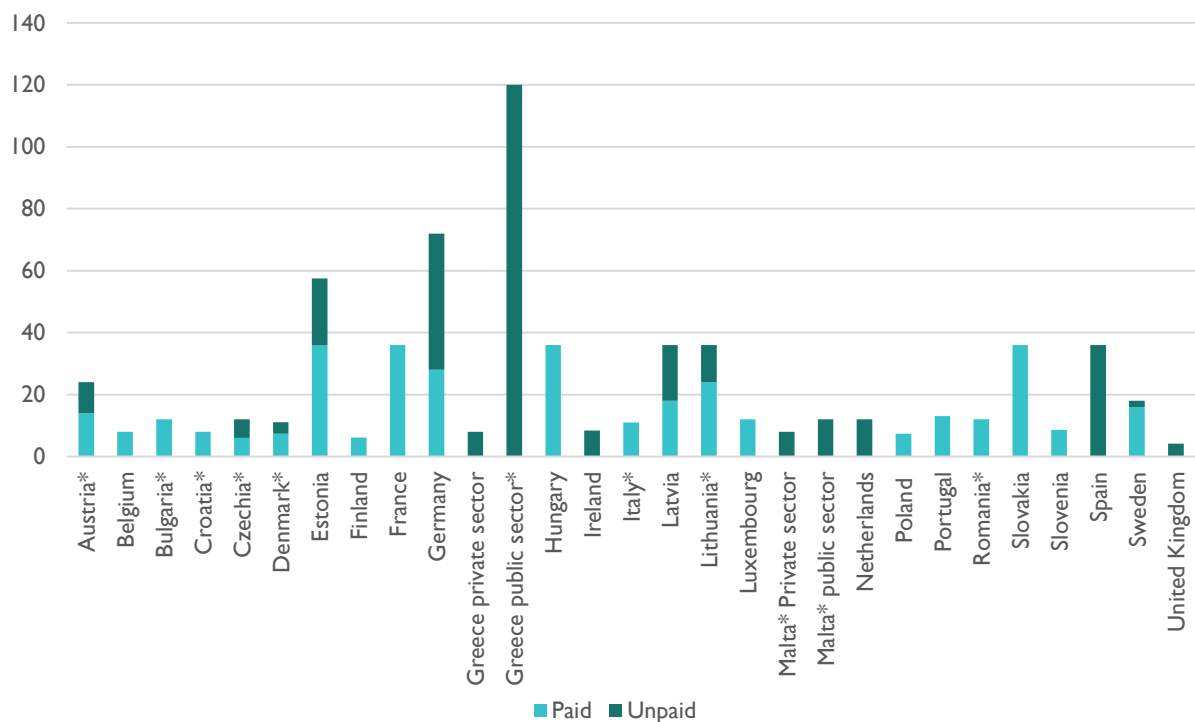
Source: CSO Labour Force Survey Ad hoc Module on Reconciliation between work and family life, q2 2018



International Comparisons

The Work-life Balance Directive entered into force on 1 August 2019. The Directive provides enhanced rights to leave and flexible working for parents and carers in all EU Member States and aims to improve families’ access to family leave and flexible work arrangements. Member States now have three years to adopt the laws, regulations and administrative provisions necessary to comply with the Directive.

Figure 9: Parental leave (months) by payment status and country, 2018



Source: Leave Network, 2018.

Notes:

Finland: Paid at 70 per cent of earnings, but proportion is reduced beyond a specified level.

Italy: a further one day Paternity leave can be taken if the mother agrees to transfer these days from her Maternity leave. In addition, fathers may take three months paid leave in exceptional circumstances, e.g. the death or severe illness of the mother.

Luxembourg: there is no statutory paternity leave, although fathers can use ten days well paid leave ‘due to extraordinary circumstances.’

Netherlands: 3 days of Parental leave can be taken during the first 4 weeks after birth. This leave is included under Parental leave.

Portugal: The law does not refer to Paternity leave, referring only ‘Father’s-only Parental leave’. This leave is included under Parental leave.

Romania: The statutory leave is granted for five days only but 10 extra days can be granted if the father has completed an infant-care course for the first child only.

Slovenia: paid at 90 per cent of average monthly earnings; not all income on which Parental leave contributions were paid is counted towards the basic earnings (e.g. in-work benefits and other income received in addition to basic earnings).



In 2018, the duration and payment level of parental leave varied widely across the EU and between the private and public sector. The Greek public sector had the longest duration of parental leave at 120 months unpaid (5 years per parent), while the UK had the shortest at 4.2 weeks unpaid. Hungary, Slovakia, France and Estonia enjoy the longest duration of paid parental leave at 36 weeks. Note that payment levels and transferability policies differ across countries, and parental leave entitlements should be considered alongside other family leave entitlements in order to gain a fuller picture. *See Figure 9.*

In 2018, 39% of Irish adults surveyed in the Eurobarometer Work-Life Balance survey said that they had taken or were planning to take parental leave, which was 6 percentage points lower than the EU average of 45%. This ranged from 75% for Sweden to 24% for Malta.

Looking at the gender breakdown, a higher percentage of Irish women (47%) than Irish men (31%) had taken or were planning to take parental leave. The gender difference was also visible across all countries with EU averages of 57% of women and 32% males. *See Table 16.*



Table 16: Percentage of adults aged 18 to 65 who took or were thinking of taking parental leave by country and gender, 2018

| | Total Yes | Men | Women |
|-----------------|-----------|-----|-------|
| EU average | 45 | 32 | 57 |
| Austria | 62 | 41 | 83 |
| Belgium | 45 | 43 | 48 |
| Bulgaria | 42 | 19 | 64 |
| Cyprus | 34 | 21 | 45 |
| Czechia | 52 | 19 | 83 |
| Denmark | 64 | 46 | 80 |
| Estonia | 44 | 26 | 59 |
| Finland | 67 | 51 | 82 |
| France | 42 | 31 | 53 |
| Germany | 50 | 42 | 58 |
| Greece | 35 | 27 | 42 |
| Hungary | 45 | 21 | 67 |
| Hungary | 47 | 31 | 62 |
| Ireland | 39 | 31 | 47 |
| Italy | 23 | 13 | 31 |
| Latvia | 44 | 22 | 63 |
| Lithuania | 53 | 30 | 73 |
| Luxembourg | 47 | 40 | 54 |
| Malta | 24 | 18 | 30 |
| Poland | 49 | 31 | 65 |
| Portugal | 56 | 45 | 67 |
| Romania | 32 | 15 | 48 |
| Slovakia | 59 | 38 | 78 |
| Slovenia | 42 | 32 | 51 |
| Spain | 38 | 34 | 42 |
| Sweden | 75 | 73 | 78 |
| The Netherlands | 42 | 40 | 54 |
| United Kingdom | 37 | 24 | 49 |

Source: Flash Eurobarometer Report 470 – Work-life Balance, 2018.



Uptake of parental leave across the civil service

In 2015 nearly 2,000 women and over 300 men in the civil service availed of parental leave. This had increased to 2,440 women and 468 men by 2018. The increases were observed across all grade structures. See *Tables 17, 18 and Background Notes*.

Table 17: Number of women in the civil service who availed of parental leave classified by year and grade

| | 2015 | 2016 | 2017 | 2018 |
|---|--------|--------|--------|--------|
| Services Officer/Clerical Officer | 913 | 1,025 | 1,026 | 884 |
| Staff Officer/Executive Officer | 478 | 565 | 561 | 597 |
| Administrative Officer/Higher Executive Officer | 355 | 443 | 460 | 500 |
| Assistant Principal/Professional Technical Post | 163 | 234 | 313 | 354 |
| Principal Officers and above | 16 | 30 | 38 | 61 |
| Other grades* | 31 | 42 | 46 | 44 |
| Total | 1,956 | 2,339 | 2,444 | 2,440 |
| Total Women in the Civil Service | 20,066 | 20,505 | 20,993 | 21,620 |

*See Background Notes

Table 18: Number of men in the civil service who availed of parental leave classified by year and grade

| | 2015 | 2016 | 2017 | 2018 |
|---|--------|--------|--------|--------|
| Services Officer/Clerical Officer | 103 | 110 | 114 | 105 |
| Staff Officer/Executive Officer | 97 | 131 | 146 | 138 |
| Administrative Officer/Higher Executive Officer | 64 | 79 | 96 | 109 |
| Assistant Principal/Professional Technical Post | 52 | 67 | 74 | 94 |
| Principal Officers and above | 7 | 14 | 18 | 20 |
| Other grades* | 1 | 1 | 2 | 2 |
| Total | 324 | 402 | 450 | 468 |
| Total Men in the Civil Service | 12,973 | 13,255 | 13,846 | 14,401 |

*See Background Notes



Parent's Leave and Benefit

A new paid Parental Leave Scheme, called Parents Leave and Benefit allowing parents to take two weeks paid leave (€245 a week) each during their child's first year was introduced in November 2019 and is available to parents of children born or adopted from the 1st of November 2019 and must be taken in the first year following the birth or placement of a child.



Early Learning and Care and School Age Childcare

Early learning and care and school age childcare has a significant role in allowing parents to reconcile their caring responsibilities and work lives. *First 5* states that parents and family are the earliest and most important teachers for babies and young children but recognises the importance of early learning and care (ELC) for child development as well as parental participation in training or employment^{19,20}.

In 2018, over a fifth of those with responsibility or whose partner had responsibility for children under 15 living within the household were using childcare for all children and approximately a further 10% were using childcare but not for all children. Of those not using childcare, a lack of need or interest was the most common reason (81%). See *Tables 19* and *20*.

Table 19: Persons (thousands) with/whose partner has responsibility for children under 15 by use of childcare, number and percentage breakdown, q2 2018

| | Yes for all children | As % of total | Yes but not for all children | As % of total | No | As % of total | Not stated | As % of total | Total |
|--|----------------------|---------------|------------------------------|---------------|-------|---------------|------------|---------------|---------|
| Persons who have/partner has responsibility for children under 15 in the household | 236.2 | 21.7% | 113.4 | 10.4% | 737.3 | 67.6% | 3,100 | 0.3% | 1,090,0 |
| Persons who have/partner has regular responsibility for children under 15 living outside the household | 34.4 | 28.2% | 7.4 | 6.1% | 80.1 | 65.6% | 0.2 | 0.1% | 122.1 |

Source: CSO Labour Force Survey Ad hoc Module on Reconciliation between work and family life, q2 2018

Table 20: Reasons for persons (thousands) with responsibility for/whose partners have responsibility for children under 15 living in the household not using childcare, number and percentage breakdown, q2 2018

| | Total number of persons | As % of total |
|---|-------------------------|---------------|
| No service or vacancy available | 12.6 | 1.7% |
| Too expensive | 111.1 | 15.1% |
| Other reasons concerning offer of care services | 16.3 | 2.2% |
| No need or interest | 594.1 | 80.5% |
| *Not stated | 3.2 | 0.5% |
| Total | 737.3 | 100% |

Source: CSO Labour Force Survey Ad hoc Module on Reconciliation between work and family life, q2 2018

*Includes response category on the quality or kind of service offered

¹⁹ First 5: Goal C, Objective 8.

²⁰ For more information, see: Russell, H., McGinnity, F., Fahey, É. and Kenny, O. (2018). Maternal employment and the cost of childcare in Ireland. ESRI Research Series, Number 73. Dublin: ESRI.



The most recently available data on the cost of early learning and care and school age childcare, show that the average weekly cost of early learning and care and school age childcare was €184.36 for full-time place, €109.98 for part-time place and €73.30 for a sessional place. There were large variations by county. See *Table 21 and Background Notes*.

Table 21: Average weekly fees by type of provision and county, 2018

| County | Full day | Part-time | Sessional |
|---------------------------------|----------|-----------|-----------|
| Carlow | €148.56 | €91.75 | €73.14 |
| Cavan | €161.57 | €93.92 | €68.38 |
| Clare | €165.37 | €94.62 | €70.23 |
| Cork City | €195.35 | €108.87 | €76.11 |
| Cork County | €198.01 | €121.98 | €74.97 |
| Donegal | €167.41 | €97.13 | €65.31 |
| Dublin - Dublin City | €207.40 | €127.51 | €78.24 |
| Dublin - Dún Laoghaire-Rathdown | €246.03 | €133.26 | €87.22 |
| Dublin - Fingal | €212.73 | €123.72 | €76.83 |
| Dublin - South Dublin | €214.03 | €130.48 | €80.62 |
| Galway | €163.02 | €106.05 | €70.94 |
| Kerry | €175.69 | €96.28 | €64.93 |
| Kildare | €200.49 | €121.55 | €75.69 |
| Kilkenny | €168.25 | €98.40 | €69.59 |
| Laois | €163.23 | €103.18 | €71.95 |
| Leitrim | €148.33 | €90.00 | €67.39 |
| Limerick | €161.35 | €97.52 | €70.73 |
| Longford | €155.77 | €91.00 | €67.66 |
| Louth | €172.59 | €108.46 | €71.55 |
| Mayo | €157.48 | €97.19 | €67.33 |
| Meath | €182.72 | €111.73 | €73.17 |
| Monaghan | €153.25 | €83.19 | €64.17 |
| Offaly | €165.30 | €106.69 | €69.66 |
| Roscommon | €156.91 | €90.38 | €69.41 |
| Sligo | €156.98 | €97.41 | €71.39 |
| Tipperary | €156.97 | €95.38 | €69.35 |
| Waterford | €162.46 | €98.50 | €69.35 |
| Westmeath | €169.02 | €96.94 | €71.45 |
| Wexford | €166.94 | €101.56 | €72.31 |
| Wicklow | €204.25 | €120.00 | €79.63 |
| National average | €184.36 | €109.98 | €73.30 |

DCYA Survey of 4,000 early learning and care and school age childcare services, 2018 data. The average was calculated on the median fee for each service)



Conclusion

This Spotlight presents data relevant to work-life balance for families, on topics such as work, reasons for working part time, maternity, paternity and parental leave and the cost of early learning and care and school age childcare. The international data show that Ireland compares favourably in many aspects of leave allowances. In terms of caring, the data show that women are the more likely care givers, however many men also avail of family-friendly policies.

This Spotlight also highlights that information on which employers provide maternity and paternity leave top-ups, or the extent of the top-ups are not currently available. This has prompted discussions with the Central Statistics Office who have agreed to explore the potential of linking administrative data, under the Statistics Act, to provide some information on these areas. Further information on the outcome of this exploration will be available in early 2020.



Background notes

This is the third publication in a series called *Statistical Spotlight*. A statistical spotlight is a short publication focused on a different topic each publication, gathering together available statistical data highlighting trends or patterns in the data. These are intended to be short, statistical-based publications bringing together available information for interested users. The publications will include a short commentary detailing (where relevant) trends and comparisons as appropriate (e.g. comparisons between sex, region, age group etc.).

Definitions

| | |
|------------------------------------|--|
| Young-age dependency ratio | The young-age dependency ratio is the ratio of the number of young people at an age when they are generally economically inactive, (i.e. under 15 years of age), compared to the number of people of working age (i.e. 15-64). |
| Birth rate | The birth rate corresponds to the number of live births per thousand of population per year. |
| Total period fertility rate (TPFR) | The total period fertility rate, TPFR is derived from the age specific fertility rates in the current year. It represents the projected number of children a woman would have if she experienced current age specific fertility rates while progressing from age 15-49 years. A value of 2.1 is generally considered to be the level at which the population would replace itself in the long run, ignoring migration. |
| Well-paid leave | Defined by the European Commission as 66% of earnings. |
| Primary/Secondary Caregiver | In the Growing Up In Ireland study, the 'Primary Caregiver' was defined as the person who provided most care to the child on a day-to-day basis and who knew most about him/her. If there was a resident partner or spouse of the Primary Caregiver they were then automatically nominated as the 'Secondary Caregiver'. |



| | |
|----------------------|---|
| EU-28 | The EU-28 comprises Austria, Belgium, Bulgaria, Croatia, Republic of Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and the UK. |
| Recipient | Person actually receiving a Social Welfare Payment. |
| Beneficiary | Total number of recipients, qualified adults and qualified children. |
| Claim | An application for a Social Welfare Payment. |
| Childbearing age | Childbearing years are regarded as between the ages of 15 and 49. |
| Unpaid work | Unpaid work includes activities like routine household work (e.g. cooking, cleaning, and gardening), caring for children and other family and nonfamily members, volunteering, and shopping. |
| Types of care | |
| Full-time | A full day service refers to structured day care for more than 5 hours a day. |
| Part-time | Part time day care means a structured service for more than 3.5 hours and less than 5 hours per day. |
| Sessional | Sessional day care means a planned programme for not more than 3.5 hours a day, between 38 to 50 weeks per year. |



Sources

| | |
|--|---|
| CSO Censuses of Population | https://www.cso.ie/en/statistics/population/ |
| CSO Labour Force Survey | https://www.cso.ie/en/statistics/labourmarket/labourforcesurvey/ |
| Department of Employment Affairs and Social Protection (DEASP) | https://www.welfare.ie/en/Pages/Statistical-Information-Reports---Archive.aspx |
| EUROSTAT | https://ec.europa.eu/eurostat/data/database |
| OECD | https://stats.oecd.org/# |
| International Network on Leave Policies and Research | https://www.leavenetwork.org/leave-policies-research/review-2018/ |
| Eurobarometer | http://data.europa.eu/euodp/en/data/dataset/S2185_470_ENG |
| Growing Up In Ireland | https://www.growingup.ie/pubs/Growing-Up-in-Ireland-The-Lives-of-5-Year-Olds.pdf |

CSO Labour Force Survey

A new Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017 and, as a result, care should be taken when comparing data from before and after this period. The revised LFS does not include backcast figures for fulltime/parttime employment and therefore figures from q3 2017 onwards cannot be directly compared with figures before Q3 2017.

CSO Labour Force Survey Reasons for Working Part-Time

A question is asked in the Labour Force Survey (and its predecessor the QNHS) on the reason for working part-time. From 2006 onwards the response categories are as follows:

1. Person is undergoing school education or training
2. Of own illness or disability



3. Looking after children or incapacitated adults
4. Other personal or family reasons
5. Person could not find a full-time job
6. Of other reasons

CSO Labour Force Survey Ad hoc Module on Reconciliation between work and family life, q2 2018

Questions on the Reconciliation between work and family life were included in the Labour Force Survey in the second quarter of 2018, under Eurostat regulation. These questions were asked to respondents aged 18 – 64. For the purpose of the questions asked in the questionnaire children meant natural, adopted, foster and step-children.

Effect on current employment – the response categories for whether care responsibility had had an effect on current employment were

1. Changed something to earn more money
2. Reduced working hours
3. Took on less demanding tasks in job(s)
4. Changed job or employer
5. Being on parental or another family leave
6. Changed working times without changing the volume
7. Other effect (not listed above)

PeoplePoint

The Data in the Spotlight on the uptake of leave in the civil sector were provided by PeoplePoint and refer only to those organisations that are currently utilising the PeoplePoint system for HR transactions. The data covers the Civil Service and excludes Oireachtas and Garda Civilians.

PeoplePoint officially called HR Shared Services was established in March 2013 and currently provides transactional HR and pensions services employees across 21 Public Service organisations, including all government departments, the Office of Public Works and the Courts Service. PeoplePoint is part of the National Shared



Services Office (NSSO) is an administrative office within the Department of Public Expenditure and Reform, set up as part of the Government's reform program. It currently consists of two operational shared service centres. The data presented in this Spotlight were based on a report generated by PeoplePoint on 29/08/2019 to show all maternity leave, paternity leave, and parental leave taken across all Departments serviced by the NSSO between 01/01/2015 - 31/12/2018.

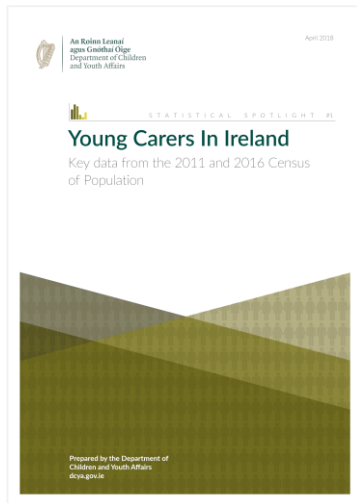
Data was provided by grade and has been aggregated into groups of grades in the tables presented in the Spotlight. The category 'Other/Unknown' includes non-Administration posts and non PayScale posts.

Table 22: Number of Staff Covered by PeoplePoint statistics classified by gender, 2015 - 2018

| | 2015 | 2016 | 2017 | 2018 |
|---------------|--------|--------|--------|--------|
| Male | 12,973 | 13,255 | 13,846 | 14,401 |
| Female | 20,066 | 20,505 | 20,993 | 21,620 |
| Other/Unknown | 14 | 4 | 4 | 3 |
| Total | 33,053 | 33,764 | 34,843 | 36,024 |



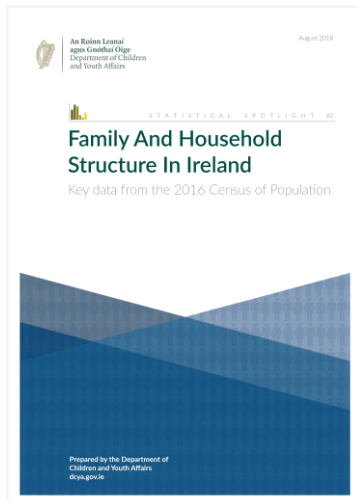
Previous Statistical Spotlights in the series



Statistical Spotlight #1

Young Carers in Ireland

Publication Date
April 2018



Statistical Spotlight#2

Family and Household Structure in Ireland

Publication Date
August 2018