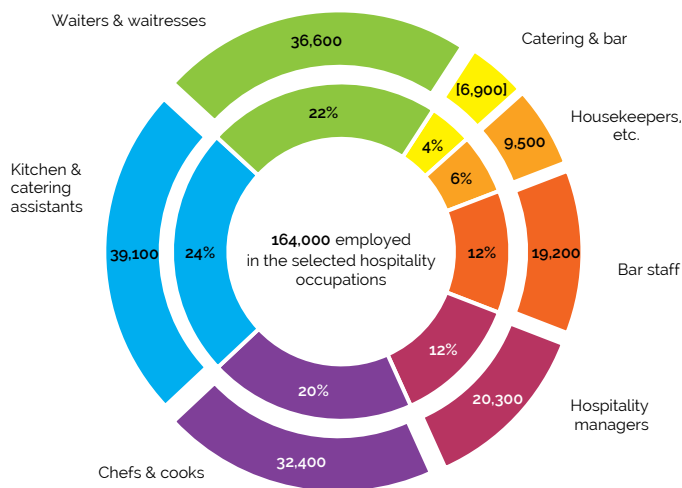


## 9.11 Hospitality Occupations

Overall employment: Approximately 164,000 persons (56% female) were employed in the selected hospitality occupations, representing 7.0% of the national workforce.

- **Sector:** 87% of overall employment was concentrated in the accommodation and food sector
- **Employment growth (5-year):** Between 2014 and 2019, overall employment increased by 31,500 (4.4% on average annually compared to 3.2% nationally)
- **Age:** The 25-54-year age group accounted for the majority of persons employed, at 58%. The share of workers under 25 years was 31%, significantly above the national average of 11%
- **Education:** The share of persons employed in the selected hospitality occupations who had attained higher secondary/FET qualifications was 52%, well above the national average share of 37%. Those who had attained third level qualifications (29%) was well below the national average share (48%)
- **Full-time/part-time:** Over 59% of hospitality workers were in full-time employment, this being the lowest share of all the occupational groups
- **Nationality:** The share of non-Irish workers, at 31%, was significantly above the national average of 16%, while 69% of workers were Irish nationals.

Numbers employed, 2019 (annual average)



Average growth rates (%) 2014-2019



Between 2014 and 2019, overall employment increased by 31,500 (4.4% on average annually compared to 3.2% nationally).

Source: SLMRU (SOLAS) analysis of CSO data

Numbers in square brackets are small and should be treated with caution

## Overall Outlook for these Occupations

Those employed in hospitality occupations were experiencing steady growth in employment in recent years in line with the strong performance of the economy. COVID-19 restrictions have resulted in significant disruption to employment in these occupations. As such, this occupational group is expected to experience the most significant declines in employment on average annually in 2020 when compared with 2019, with a forecasted fall of 40%, or 66,000 persons. While some restrictions are easing, many restaurants, hotels etc. continue to trade at a reduced capacity in line with social distancing requirements. The curtailment of international travel will also have a bearing on the speed and level of any recovery, as will any fall out as a result of Brexit. Kitchen assistants, waiters and bar staff combined accounted for over half of those employed in these occupations and are likely to see the largest fall in employment numbers; many of these would have been employed on a part-time basis prior to restrictions. Likely exposure to diseases was low for hospitality occupations but, with the exception of managerial positions, most worked in close proximity to others.

Occupation	Economic summary
Hospitality managers	Employment growth over the last five years has been below the national average for this occupation. At 26%, the share of those aged 55 years and older was above the national average in quarter 4 2019. Although the initial impacts of COVID-19 restrictions would have been significant for this occupation, the re-opening of hotels and restaurants is likely to have seen many managers returning to work. However, the collapse in international tourist numbers, along with uncertainty in terms of the viability of some smaller hotels/restaurants means that a full recovery in employment numbers for this occupation is unlikely.
Chefs & cooks	Employment growth over the five-year period was double that of the national average. Employers have been experiencing difficulty in sourcing relevant candidates in Ireland with 450 new employment permits issued in 2019. As such, 44% of those employed as chefs in 2019 were non-Irish, far above the national average of 16%. Supply from the education and training system remains insufficient to meet demand. Many chefs would have been directly impacted by restaurant closures as a result of COVID-19; the re-opening of restaurants should have seen significant recovery for this occupation although they are unlikely to reach their pre-COVID-19 levels. There are indications that employment permits for chefs continued to grow in 2020, despite the restrictions imposed by COVID-19.
Catering & bar managers	Numbers employed in this occupation are too small to allow for analysis.
Kitchen & catering assistants	Kitchen assistants, waiters and bar staff combined accounted for over half of those employed in this occupational group. While employment growth was strong for kitchen/catering assistants, it was below the national average for waiters and saw a decline for bar staff. In 2019, the majority of those employed in these occupations (approx. 60%) were employed on a part-time basis; recent job hire data also indicates that a significant level of job churn occurred. These occupations have also been identified as being at high risk of automation. The impact of COVID-19 would have been severe for these occupations; while some recovery may have occurred once restrictions eased, a full recovery is unlikely as a result of reduced capacity, reduced demand and the need for social distancing.
Waiters & waitresses	
Bar staff	
Housekeepers & caretakers, etc.	This occupation experienced strong five-year employment growth, although numbers remained unchanged between 2018 and 2019. The impact of COVID-19 on employment is likely to have been significant for this occupation with the closure of hotels and reduced occupancy once restrictions were lifted.

*\*For detailed table see Appendix A*