



Mr Kevin Foley
Chairman
The Labour Court
Lansdowne House
Lansdowne Road
Dublin 4

19 October 2018



Re : Section 14 of the Industrial Relations (Amendment) Act 2015
Joint Application by the Electrical Contractors Association (ECA) and the Association of Electrical Contractors of Ireland (AECI) for a Request to Examine the Terms and Conditions of Employment for Electricians, Electrical Apprentices, Chargehands and Foreman in the Electrical Contracting Sector

Dear Mr Foley

Please find attached application forms from the ECA and AECI for a request to examine the terms and conditions of employment for electricians, electrical apprentices, chargehands and foremen in the electrical contracting sector. ECA is a constituent Association of the Construction Industry Federation.

Also attached are two Statutory Declaration forms in accordance with the Statutory Declarations Act 1938, together with an independent report supporting section (e) of the Statutory Declaration forms.

Also attached on behalf of the ECA is an independent report supporting section (d) of their Statutory Declaration form.

This application is being made jointly by the ECA and AECI as the employer representative bodies on the Electrical National Joint Industrial Council (ENJIC). Connect Trade Union, who represent electrical workers on the ENJIC, has made a similar application under separate cover.

ECA and AECI are making this application on behalf of their respective members. A further submission will be made in accordance with the legislation at a later date. However, if you require any further information, please feel free to contact the undersigned.

Yours sincerely

Handwritten signature of Jean Winters in black ink.

Jean Winters
Director
Industrial Relations and Employment Services, CIF
On Behalf of the ECA

Handwritten signature of Chris Lundy in black ink.

Chris Lundy
Executive Secretary
AECI



THE LABOUR COURT

INDUSTRIAL RELATIONS (AMENDMENT) ACT 2015

APPLICATION FOR A REQUEST TO EXAMINE THE TERMS AND CONDITIONS OF EMPLOYMENT IN A SECTOR

Name of applicant:	Electrical Contractors Association (ECA) in conjunction with the Association of Electrical Contractors of Ireland (AECI) who have completed a separate application.
Address:	Construction House, Canal Road, Dublin 6
Contact Number:	01-4066000
Email Address:	jwinters@cif.ie
Sector:	Electrical Contracting Sector – see attached Appendix 1.
Class, type or group of workers to which the request relates: Electricians and electrical apprentices.	
Please enter details of the arrangements (if any) by which terms and conditions relating to remuneration and any sick pay scheme or pension scheme, of the workers in the sector to which the request relates are determined: Terms and conditions of employment for electricians and electrical apprentices are determined at the Electrical National Joint Industrial Council (ENJIC).	
Where the applicant is a trade union of workers, please enter the name and address of any other trade union of workers that is representative of workers in the sector to which the request relates: N/a.	
Where the applicant is a trade union of workers, please enter the name and address of any trade union of employers or organisation of employers that is representative of employers in the sector to which the request relates:- N/a.	

Where the applicant is a trade union of employers or an organisation of employers, please enter the name and address of any other trade union of workers that is representative of workers in the sector to which the request relates:

Connect Trade Union, 6 Gardner Row, Rotunda, Dublin 1

Signature of Applicant:

Sean Winters

Date:

19/10/2018

Note: Please see overleaf important notes for completion of the form.

APPENDIX 1

DEFINITION OF THE ELECTRICAL CONTRACTING SECTOR

The Electrical Contracting Sector means the sector of the economy comprising the following economic activity:—

The installation, repair, demolition (de-install), fabrication & pre-fabrication commissioning or maintenance of electrical and electronic equipment, including the marking off and preparing for the wiring (whether temporary or permanent) of all electrical and/or electronic appliances and apparatus, fitting and erecting all controllers, switches, junction section distribution and other fuseboards and all electrical communications, bells, telephone, radio, telegraph, x-ray, computer and data cabling, instrumentation, fibre optics and kindred installations; fitting and fixing of metallic and other conduits, perforated cable tray and casing for protection of cables, cutting away of walls, floors and ceilings etc for same; erection, care and maintenance of all electrical plant, including generators, motors, oil burners, cranes, lifts, fans, refrigerators and hoists; adjustments of all controls, rheostats, coils and all electrical contacts and connections; wiring of chassis for all vehicles; erection of batteries and switchboards; erection of crossarms, insulators, overhead cables (LT and HT); fitting of staywires, brackets, lighting arrestors etc and underground mains having regard to any advances in technology and equipment used within the industry.

The Sectoral Employment Order will not apply to employees in state and semi-state companies who are engaged in similar activities and are covered by other agreements. Neither will it apply to electricians and apprentices employed directly by manufacturing companies for the maintenance of those companies' plants.

END

October 2018

**STATUTORY DECLARATION IN ACCORDANCE WITH THE STATUTORY
DECLARATIONS ACT, 1938**

a) Name of Applicant:

Electrical Contractors Association, a constituent Association of the Construction Industry Federation

b) Position Held by the Declarant:

Jean Winters, Director, Industrial Relations & Employment Services

c) Registered Address of the Applicant Within the State:

C/o CIF, Construction House, Canal Road, Dublin 6

d) Number of workers of the class type or group to which the request relates who are normally employed by the employers who are members of the Electrical Contractors Association on whose behalf the Declaration is made:

4,044

e) Number of workers of the class type or group to which the request relates who are normally employed in the electrical contracting sector:

13,800

f) Declarant's means of knowledge of the matters referred to at paragraphs d) and e):

d) The Electrical Contractors Association commissioned Accuracy Research to conduct an independent survey (see attached report).

e) The Electrical Contractors Association, Association of Electrical Contractors of Ireland and Connect Trade Union commissioned EY DKM to conduct independent research (see attached report).

Jean Winters

Jean Winters

Director, Industrial Relations and Employment Services, CIF

Ruth O'Connor
Practising Solicitor

Ruth O'Connor
Solicitor
O'Connor Solicitors
8 Clare Street
Dublin 2

Date: 19/10/18



THE LABOUR COURT

INDUSTRIAL RELATIONS (AMENDMENT) ACT 2015

APPLICATION FOR A REQUEST TO EXAMINE THE TERMS AND CONDITIONS OF EMPLOYMENT IN A SECTOR

Name of applicant:	Association of Electrical Contractors Ireland In conjunction with ECA who have completed a separate Applic.
Address:	Woodview Centre, Main Street,
	Celbridge County Kildare
Contact Number:	01 6102715
Email Address:	info@aeci.ie
Sector:	See attached
Class, type or group of workers to which the request relates: Electricians and Electrical Apprentices	
Please enter details of the arrangements (if any) by which terms and conditions relating to remuneration and any sick pay scheme or pension scheme, of the workers in the sector to which the request relates are determined: Terms and Conditions for Electricians and Electrical Apprentices are determined at the Electrical National Joint Industrial Council (ENJIC)	
Where the applicant is a trade union of workers, please enter the name and address of any other trade union of workers that is representative of workers in the sector to which the request relates: N/A	

Where the applicant is a trade union of workers, please enter the name and address of any trade union of employers or organisation of employers that is representative of employers in the sector to which the request relates:-

N/A

Where the applicant is a trade union of employers or an organisation of employers, please enter the name and address of any other trade union of workers that is representative of workers in the sector to which the request relates:-

Connect Trade Union, 6 Gardiner Row, Rotunda, Dublin 1.

Signature of Applicant: Chris Ruddy Date: 19-10-2018.

Note: Please see overleaf important notes for completion of the form.

APPENDIX 1

DEFINITION OF THE ELECTRICAL CONTRACTING SECTOR

The Electrical Contracting Sector means the sector of the economy comprising the following economic activity:—

The installation, repair, demolition (de-install), fabrication & pre-fabrication commissioning or maintenance of electrical and electronic equipment, including the marking off and preparing for the wiring (whether temporary or permanent) of all electrical and/or electronic appliances and apparatus, fitting and erecting all controllers, switches, junction section distribution and other fuseboards and all electrical communications, bells, telephone, radio, telegraph, x-ray, computer and data cabling, instrumentation, fibre optics and kindred installations; fitting and fixing of metallic and other conduits, perforated cable tray and casing for protection of cables, cutting away of walls, floors and ceilings etc for same; erection, care and maintenance of all electrical plant, including generators, motors, oil burners, cranes, lifts, fans, refrigerators and hoists; adjustments of all controls, rheostats, coils and all electrical contacts and connections; wiring of chassis for all vehicles; erection of batteries and switchboards; erection of crossarms, insulators, overhead cables (LT and HT); fitting of staywires, brackets, lighting arrestors etc and underground mains having regard to any advances in technology and equipment used within the industry.

The Sectoral Employment Order will not apply to employees in state and semi-state companies who are engaged in similar activities and are covered by other agreements. Neither will it apply to electricians and apprentices employed directly by manufacturing companies for the maintenance of those companies' plants.

END

October 2018

**STATUTORY DECLARATION IN ACCORDANCE WITH THE STATUTORY
DECLARATIONS ACT, 1938**

a) **Name of Applicant:**
Association of Electrical Contractors Ireland

b) **Position Held by the Declarant:**
Executive -- Chris Lundy

c) **Registered Address of the Applicant Within the State:**
Woodview Centre, Main Street, Celbridge, County Kildare

d) **Number of workers of the class type or group to which the request relates who are normally employed by the employers who are members of the Association of Electrical Contractors Ireland on whose behalf the Declaration is made:**
2250

e) **Number of workers of the class type or group to which the request relates who are normally employed in the Electrical Contracting Sector. See EY DKM Report**
13,800

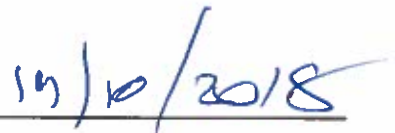
f) **Declarant's means of knowledge of the matters referred to at paragraphs d) and e):**
Survey of members carried out by AECl personnel & EY DKM Report



Signed By:



Date:



STHEILA FEENEY.

CON O'LEARY
SOLICITOR
6 THE MALL,
LEIXLIP,
KILDARE

The Electrical Contracting Sector

An Assessment of Employment

19 October 2018

FINAL REPORT

Table of contents

1.	Introduction	1
2.	Background.....	3
2.1	Sectoral Employment Order	3
3.	Size of the Electrical Contracting Sector	5
3.1	Census of Population.....	5
3.2	The Labour Force Survey	7
3.3	The Building and Construction Inquiry.....	9
3.4	Employer Groups	11
3.5	The Connect Trade Union.....	11
3.6	Apprenticeships	11
3.7	Electricians not covered by the SEO.....	12
3.8	AECl and ECA Representation of the Sector	12
3.9	Conclusions	14

1. Introduction

The Association of Electrical Contractors of Ireland (AECI), the Electrical Contractors Association (ECA) and Connect Trade Union wish to apply for a Sectoral Employment Order (SEO) for electricians, apprentices, electrical chargehands and electrical foremen working in the electrical contracting sector. The ECA is a constituent Association of the Construction Industry Federation. In accordance with the Industrial Relations (Amendment) Act 2015 the applicants for an SEO are required to demonstrate that they are "substantially representative" in the sector to which the Order is to apply.

Accordingly the AECI, ECA and the Connect Trade Union, wish to make a joint application for a SEO and have asked EY-DKM Economic Advisory to prepare a report which sets out the following:

1. A definition of the electrical contracting sector
2. The number of electricians employed in the sector, based on publicly available data sources
3. The number of electricians (and apprentices) who are members of the above two employer groups and the Connect Trade Union
4. Separate estimates for the number of electricians employed in the State, semi-state (including local authorities) and manufacturing sectors, which are to be excluded from the figures derived under (2) above.

2. Background

2.1 Sectoral Employment Order

A Registered Employment Agreement (REA) was previously in place for employees of Electrical Contractors until Part 3 of the Industrial Relations Act, 1946 was found to be unconstitutional by the Supreme Court in May 2013. The ECA, AECl and the Connect Trade Union now wish to apply to the Labour Court for a Sectoral Employment Order (SEO), which will apply to all electricians who are engaged in the general electrical contracting industry.

SEOs are Sectoral Employment Orders made by the Minister for Jobs, Enterprise and Innovation, on the recommendation of the Labour Court and approved by resolution of both Houses of the Oireachtas, which set out the minimum rates of remuneration and the minimum pension and sick pay entitlements of workers of a particular class, type or group within a specified economic sector.

In order to show that the applicants for an SEO are substantially representative of the workers and employers in the electrical contracting sector, it is necessary to establish the number of workers employed by members of the AECl and ECA in the class, type or group to which the SEO is to apply, and the number of members of the Connect Trade Union in the class, type or group to which the SEO is to apply.

The economic sector which is the subject of this application is the electrical contracting sector. This sector can be defined as:

'the installation, repair, commissioning or maintenance of electrical and electronic equipment, including the marking off and preparing for the wiring (whether temporary or permanent) of all electrical and/or electronic appliances and apparatus, fitting and erecting all controllers, switches, junction section distribution and other fuseboards, and all electrical communications, bells, telephone, radio, telegraph, x-ray, computer and data cabling, instrumentation, fibre optics, and kindred installations; fitting and fixing of metallic and other conduits, perforated cable tray and casing for protection of cables, cutting away of walls, floors and ceilings etc., for same; erection, care and maintenance of all electrical plant, including generators, motors, oil burners, cranes, lifts, fans, refrigerators and hoists; adjustments of all controls, rheostats, coils and all electrical contacts and connections; wiring of chassis for all vehicles; erection of batteries and switchboards; erection of crossarms, insulators, overhead cables (LT and HT); fitting of staywires, brackets, lighting arrestors etc. and underground mains having regard to any advances in technology and equipment used within the industry.'

The SEO will apply to:

- ✓ Electricians
- ✓ Electrical Foreman
- ✓ Chargehands, and
- ✓ Apprentices

The SEO will not apply to

- Employees in state and semi-state companies who are engaged in similar activities and are covered by other agreements (e.g. ESB)
- Electricians and apprentices employed directly by manufacturing companies for the maintenance of those companies' plants only.

In recognition of these exclusions, it is therefore necessary to ascertain the size of the sector to which the SEO will apply. This is addressed in the next Section.

2.1.1 Definition of a Worker

In the SEO, "worker" has the following meaning:-

"any person aged 15 years or more who has entered into or works under a contract with an employer, whether the contract be for manual labour, clerical work or otherwise, whether it be expressed or implied, oral or in writing, and whether it be a contract of service or of apprenticeship or a contract personally to execute any work or labour".

For the purpose of this definition apprentice and apprenticeship has the same meaning as it has in the Industrial Training Act 1967.

2.1.2 Scope

It is intended that the SEO applies to the following categories of worker who are directly employed or employed through an employment agency within the meaning of the Employment Agency Act 1971 and/or the Protection of Employees (Temporary Agency Work) Act 2012 in the electrical contracting sector:

- Workers employed as qualified electricians and registered apprentice electricians working in the sector.

Qualified electricians who are employed as chargehands and foremen should also come within the scope of the Order. For the avoidance of doubt, a chargehand is an electrician who is in charge of two but not more than six electricians and a foreman is an electrician on site who is in charge of more than six electricians.

3. Size of the Electrical Contracting Sector

For the purpose of this report, EY-DKM are required to establish the numbers of electricians, electrical apprentices, electrical chargehands and foremen employed by electrical contractors to establish the representative nature of the AECl and ECA. To do this it is necessary to first establish the overall size of the electrical contracting sector. Specifically, there is no published data which accurately measures employment in the sector. Thus a number of sources have been consulted to ascertain reasonable estimates. These are presented below. Some of the figures published provide data on the whole industry, including many workers which would not be covered by the SEO but are presented in any case to give some envelope around what the estimate is likely to be.

3.1 Census of Population

The first source consulted is the Census of Population which provides data on occupational breakdown of the Irish labour force. The occupations of interest are the following:

- Electrical and electronics technicians
- Electricians and electrical fitters
- Electrical and electronic trades (not elsewhere classified)

The above occupations are assumed to represent the number of persons working as electricians across the whole economy. The total workforce in the above three occupations was 23,737 at the time of the 2016 Census. Of this total 21,630 were in work, implying that 2,107 were unemployed. A further breakdown shows that there were 16,564 employees and 5,349 self-employed, of which 3,774 (71%) had no employees.

It is interesting that the total labour force of electricians declined over the five years by 2,518 or by 9.6%. Unemployment amongst electricians fell sharply over the same period by over two-thirds or 4,380. Conversely the numbers at work increased by 9.4% or 1,862, while the number of employees in the above three occupations increased by 15% or 2,159 to 16,564.

In regard to the number of self-employed, the number with paid employees (1,662) increased by 5.5% over the five years, while the number without paid employees (3,391) declined by 10.1% over the same period.

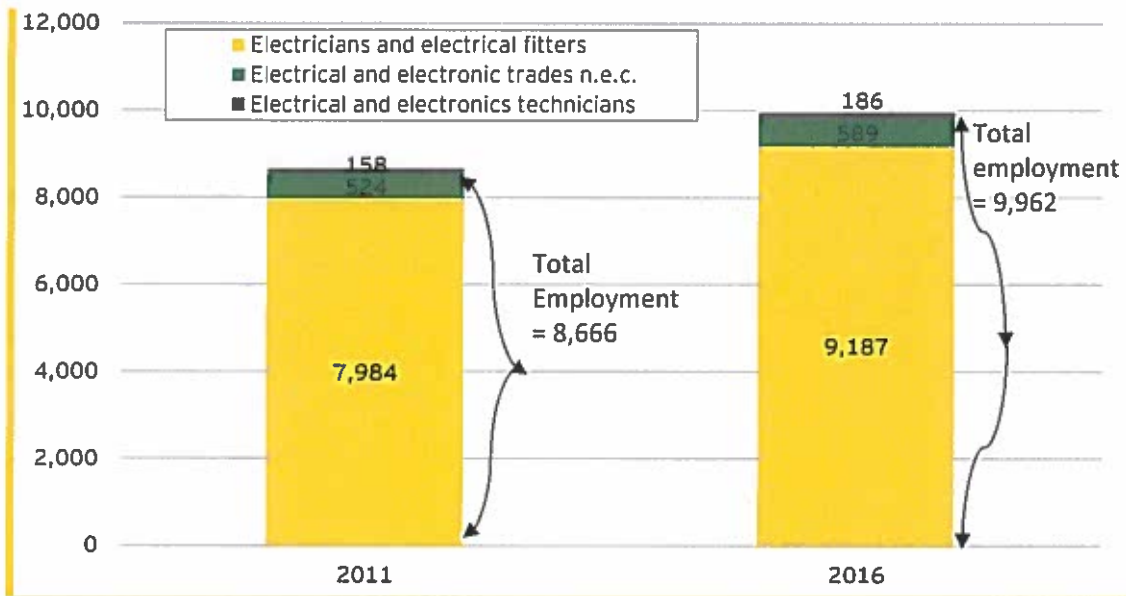
Table 1: Total Workforce and Employment by Occupation across Whole Economy

	2011	2016	Change 2011-2016 %	Change
Total Occupations in LF	2,232,203	2,304,037	+3.2	+71,834
<i>of which</i>				
Electrical and electronics technicians	2,414	2,334		
Electricians and electrical fitters	19,657	17,295		
Electrical and electronic trades n.e.c.	<u>4,184</u>	<u>4,108</u>		
Sub-total	26,255	23,737	-9.6	-2,518
Total Unemployed by Occupation	424,843	297,396	-30.0	-127,447
<i>of which</i>				
Electrical and electronics technicians	351	184		
Electricians and electrical fitters	5,676	1,735		
Electrical and electronic trades n.e.c.	<u>460</u>	<u>188</u>		
Sub-total	6,487	2,107	-67.5	-4,380
Total Occupations at Work	1,807,360	2,006,641	+11.0	+199,281
<i>of which</i>				
Electrical and electronics technicians	2,063	2,150		
Electricians and electrical fitters	13,981	15,560		
Electrical and electronic trades n.e.c.	<u>3,724</u>	<u>3,920</u>		
Sub-total	19,768	21,630	+9.4	+1,862
Total Occupations at Work - employee	1,495,210	1,688,549	+12.9	+193,339
<i>of which</i>				
Electrical and electronics technicians	1,886	1,977		
Electricians and electrical fitters	9,560	11,375		
Electrical and electronic trades n.e.c.	<u>2,959</u>	<u>3,212</u>		
Sub-total	14,405	16,564	+15.0	+2,159
Total Occupations at Work - self-employed with paid employees	109,461	113,404	+3.6	+3,943
<i>of which</i>				
Electrical and electronics technicians	40	48		
Electricians and electrical fitters	1,331	1,409		
Electrical and electronic trades n.e.c.	<u>204</u>	<u>205</u>		
Sub-total	1,575	1,662	+5.5	+87
Total Occupations at Work - self-employed without paid employees	196,817	200,000	+1.6	+3,183
<i>of which</i>				
Electrical and electronics technicians	136	125		
Electricians and electrical fitters	3,081	2,763		
Electrical and electronic trades n.e.c.	<u>557</u>	<u>503</u>		
Sub-total	3,774	3,391	-10.1	-383

Source 2016 Census of Population, CSO. n.e.c. = not elsewhere classified

The CSO provides more detailed information for the population at work by broad industrial group for the same occupations set out above. Thus the total number of persons at work in the above three occupations in the Construction sector is available. Of the 21,630 electricians employed across the whole economy in 2016, almost 10,000 or 46.1% were working in the Construction sector. This is up from 8,666 Or 43.8% in 2011 (Figure 1).

Figure 1: Population of Electricians at Work in 2011 and 2016



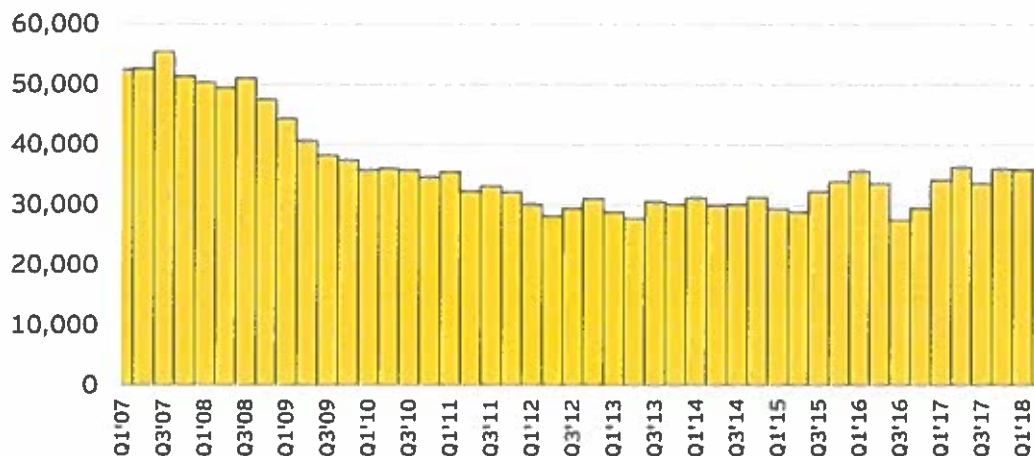
Source 2016 Census of Population, CSO.

There is a separate classification available from the Census which provides labour force data by detailed industrial group. One such group is Electrical Installations, which had a work force of 13,242 in 2016. It is important to note that these persons would not just work in Construction.

3.2 The Labour Force Survey

More up to date data is available from the CSO's Labour Force Survey which is published on a quarterly basis. It provides a breakdown by occupational groups in the labour force. The particular occupation group of interest here is called Electrical and Electronic Trades. The data below captures the total employed in this occupation in the economy as a whole.

Figure 2: Numbers in Occupational Group - Electrical and Electronic Trades - in Economy



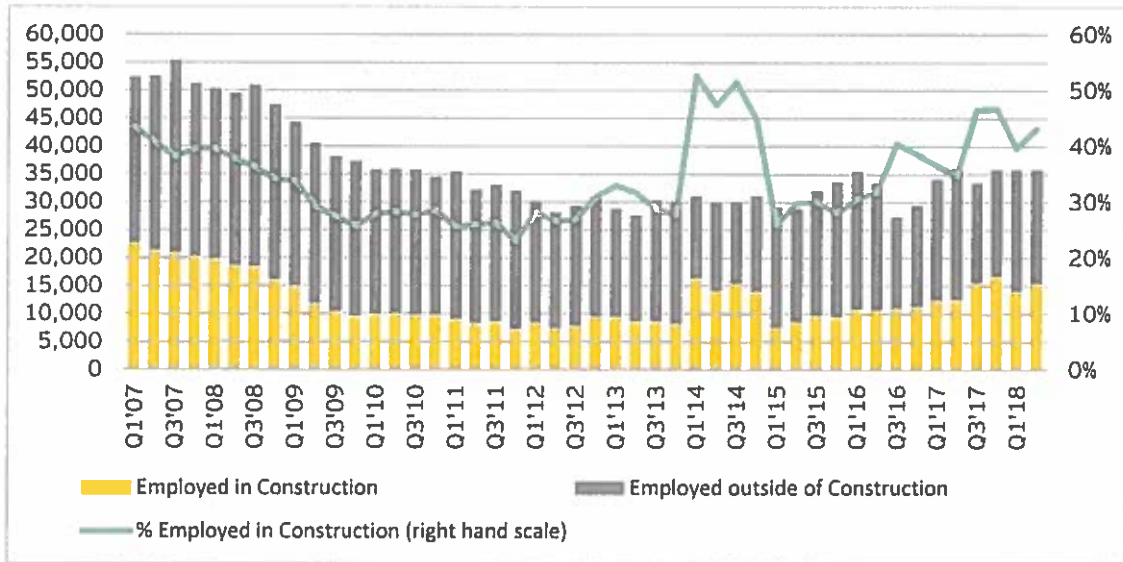
Source: CSO, (SOC2010 Code: 524)

Based on the numbers in the occupational group, Electrical and Electronic Trades, the total number employed in the sector has yet to recover to the peak level in Q3 2007, when 55,400 were employed. With 35,900 currently employed in this occupational group, this represents a decline of 35.2% or almost 20,000 workers.

A comparison of the figure from the 2016 Census of 21,630 Electricians with the corresponding LFS figure for Q2 2016 of 33,500 for Electrical and Electronic Trade workers, would suggest that there were 11,870 Electronic Trade workers in 2016, which are unlikely to have been working in the category of concern. Thus around 35% of the LFS figure could be excluded as not working as Electricians.

As with the Census data, the CSO data separately provides the numbers employed in Construction. The number of Electrical and Electronic Trade workers in the Construction sector has been steadily growing since the Q1 2015 (Figure 3). According to the Labour Force Survey, there were 15,500 workers in the Construction sector in Q2 2018, which corresponds to 43.2% of the total employed in that occupational group across the economy as a whole. This figure is up from a low of 7,400 employed in Q4 2011 and compares with a peak employment level of 22,800 in Q1 2017. As of Q2 2018, the number employed were up 23% on an annual basis. However, the data shows that during the four quarters of 2014, the numbers employed in construction reached almost 50% of the total in the economy or an average of 15,550 over the year.

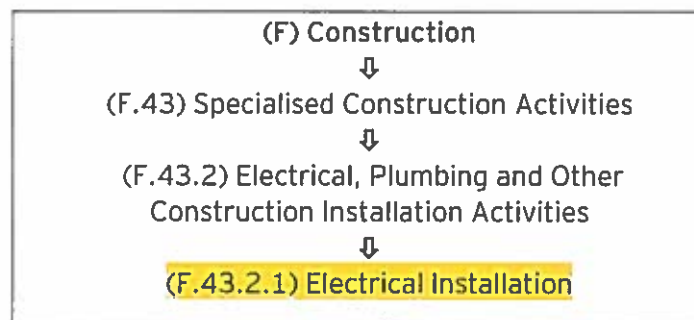
Figure 3: Electrical and Electronic Trade Workers Employed in Construction



Source: CSO

3.3 The Building and Construction Inquiry

There is a third source from the CSO which captures persons employed according to a classification of enterprises. The survey is the Building and Construction Inquiry (BCI) which captures a range of data about enterprises in the construction sector with 10 or more persons engaged, and also covers a sample of private firms with less than 10 persons engaged. The data is published according to the classification of enterprises used by the CSO, namely the NACE Rev 2 Code. NACE is a business classification of enterprises across the economy and covers around 13 broad business sectors that can be broken down further into subcategories. Electrical contractors fall under the code for Construction (NACE Code 43: Section F) which can be broken down as follows:



Source: NACE Rev.2 Codes.

The main enterprises captured under Electrical Installation are as follows:

"Aerial erection (domestic) , Aerials and residential antennas installation of, Burglar alarm systems installation of, Electric products manufacture sign erection and maintenance, Electrical contractor (construction), Electrical wiring (buildings), Electrician, Fence contractor (not on agricultural sites), Fire alarms installation of, Installation of illumination and signalling systems for airports and harbours, Installation of illumination and signalling systems for roads and railways, Lightning conductor installation, Local authority street lighting, Telecommunications wiring, Telephone line installations, Electrical wiring and fittings installation of, Satellite dishes installation of, Lighting systems installation of, Street lighting and electrical signals construction of, Airport runway lighting installation of, Computer network and cable television wiring, including fibre optic installation of,"¹

The following Table sets out the data from the most recent BCI for 2016. As of 2016, there were 5,284 enterprises in the Electrical Installation segment of the construction industry, down from 5,504 enterprises in 2012. These firms employed 14,067 persons in 2016 or around 17% of the total persons employed in Construction, down from 18.4% in 2014. The average number employed per enterprise was 2.7 persons in 2016 compared with 1.7 persons in 2012.

Table 2: Construction and Electrical Installation Enterprises and Numbers Employed

	2010	2011	2012	2013	2014	2015	2016
Construction (41-43)							
Enterprises	52,607	50,256	49,530	48,502	47,349	50,546	51,568
Persons Engaged	104,545	94,640	89,351	91,122	99,860	108,720	120,341
Employees	69,777	61,197	55,736	58,059	67,194	73,587	84,956
<i>of which</i>							
Electrical Installation (4321)							
Enterprises	5,457	5,480	5,504	5,389	5,187	5,321	5,284
Persons Engaged	14,509	13,821	13,320	14,164	15,997	16,479	17,653
Employees	10,696	9,969	9,407	10,347	12,372	12,788	14,067
Electrical Installation (4321) - % of total							
Enterprises	10.4%	10.9%	11.1%	11.1%	11.0%	10.5%	10.2%
Persons Engaged	13.9%	14.6%	14.9%	15.5%	16.0%	15.2%	14.7%
Employees	15.3%	16.3%	16.9%	17.8%	18.4%	17.4%	16.6%

Source: CSO, Building and Construction Inquiry, 2015.

The BCI provides figures on the number of persons engaged which include all full-time and part-time employees. It also includes proprietors, partners and family members who work for an enterprise. It excludes agency workers. A total of 17,653 persons were engaged by Electrical Installation enterprises in 2016.

¹ <http://www.cso.ie/px/u/NACECoder/NACEItems/4321.asp>

3.4 Employer Groups

Data is also available from membership of the main employer groups, which comprise the following:

- The **Electrical Contracting Association (ECA)** is a constituent Association of the CIF. It is a trade association representing the interests of contractors who design, install, inspect, test and maintain electrical and electronic equipment and services. The Association had around 40 member firms that employed, in total, some 4,044 electricians, apprentices and electrical chargehands and foreman.
- The **Association of Electrical Contractors of Ireland (AECI)** which is an unincorporated body of electrical contractors currently has around 189 members and approximately 2,250 employees. The AECI is made up mainly of smaller and medium sized employers.

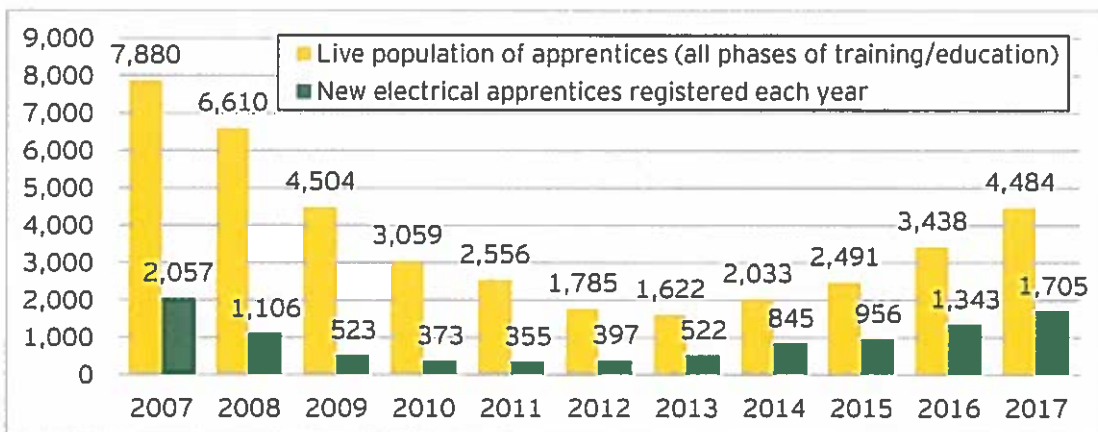
3.5 The Connect Trade Union

The Connect Trade Union, which is an amalgamation of the Technical, Engineering and Electrical Union (TEEU) and the Union of Construction, Allied Trades and Technicians, was formally launched in January 2018. It represents some 41,000 members, from the construction, electrical and technical sectors, of which 9,871 are electricians.

3.6 Apprenticeships

The SEO will also covers apprentices employed by electrical contractors. The apprentice must be registered with Solas within two weeks of commencing employment as an apprentice and must complete 7 phases of training over a minimum period of four years in training.²

Figure 4: Apprenticeship Numbers in Electrical Contracting Sector



Source: Solas.

² The current electrical craft apprenticeship programme is of 4 years duration, distributed over 7 phases of "on the job" and "off the job" training (phases 2, 4 and 6 are "off-the-job" while phases 1, 3, 5 and 7 are "on-the-job" with an employer).

Information obtained from Solas indicates that the total apprenticeship population of electricians was 4,484 (across all phases) in 2017, having increased substantially over the previous four years from an exceptionally low base. The number of new apprentices registered in 2017 was 1,705, over twice the corresponding level in 2014. The corresponding number in the first eight months of 2018 was 1,058, compared with 1,077 in the same period of 2017.

In the past, FAS introduced a scheme to assist apprentice workers who became redundant in the construction sector (employers were asked to provide redundant apprentices with an opportunity to compete the work placement of their training). Those who availed of such an opportunity would have been counted in the live population.

3.7 Electricians not covered by the SEO

The SEO does not apply to the following:

1. Electricians employed in the State, semi-state (including local authorities) and manufacturing sectors
2. Self-employed electricians who have no employees

In arriving at the estimate for the number of Electricians, it is important to bear the above in mind. The estimate of 9,962 for the number of electricians in the construction sector in 2016 would already exclude these workers. We believe that excluding all of those classified as electrical and electronic technicians and half of those classified as electrical and electronic trades not elsewhere classified, provides a closer estimate of the total number of electricians in the construction sector. The adjusted figure is 9,482. Applying the same increase to this figure as in the LFS between 2016 and Q2 2018 of 45% would generate an estimate for the total number of electricians employed in Construction in Q2 2018 of almost 13,750.

Separate data received from the Connect Trade Union in regard to Electricians outside of the construction sector shows that there were around 1,700 Electricians and Apprentices who were members working outside the construction sector but in the semi-state sector, notably the ESB, Irish Rail, the OPW and Dublin Bus.

3.8 AECI and ECA Representation of the Sector

The following Table summarises the data gathered above in regard to the size of the electrical contracting sector.

Table 3: Summary of Employed Workers in the Electrical Contracting Industry

	2011	2015	2016	2017	2018Q2
Census of Population - Total Labour Force - Whole Economy (Industrial Grouping data)					
Electrical Installation industry	12,161		13,242		
Census of Population Employment - Whole Economy (Occupation data)					
Electricians and electrical fitters	3,981		15,560		
Electrical and electronic trades n.e.c.	3,724		3,920		
Electrical and electronics technicians	<u>2,063</u>		<u>2,150</u>		
Total	19,768		21,630		
<i>of which</i>					
Self-employed with and without paid employees					
5,349			5,053		
Census of Population Employment - Construction					
Electricians and electrical fitters	7,984		9,187		
Electrical and electronic trades n.e.c.	524		589		
Electrical and electronics technicians	<u>158</u>		<u>186</u>		
Total	8,666		9,962		
<i>of which</i>					
Electricians only*	8,237*		9,482*		13,745**
Labour Force Survey - Employment Electrical and Electronic Trades in Q2					
Whole Economy	32,300	28,800	33,500	36,200	35,900
Construction	8,400	8,600	10,700	12,600	15,500
Building and Construction Inquiry - Electrical Installations					
Persons Engaged - Total	13,821	16,479	17,653		
Employees -Total	9,969	12,788	14,067		
Employer Groups - no. of employees					
ECA					4,044
AECI					2,250
Connect Trade Union - no. of members					
					9,871
Apprentices					
Population of Apprentice Electricians	2,556	2,491	3,438	4,484	
New Electrical Apprentices registered/year	355	956	1,343	1,705	

Source: CSO, Solas, Employer Groups and Connect Trade Union.

* Excluding half of the Electrical and Electronic trades (not elsewhere classified) and all of the Electrical and Electronic technicians, as these would not be subject to an SEO.

** Estimated by applying the same percentage increase as in the Labour Force Survey between 2016 and Q2 2018 of 45%.

The purpose of what follows is to use the above data to estimate the actual number of electricians, electrical foreman, chargehands and apprentices working in the Construction

sector and employed by electrical contractors in Ireland.

3.9 Conclusions

The starting point is the Census 2016 adjusted estimate of 9,482 Electricians working in the Construction sector. It is assumed that this figure would exclude electrical workers employed by the ESB in electrical power supply and distribution and in other semi-state and manufacturing companies. Applying the same increase to this figure as in the Labour Force Survey between 2016 and Q2 2018 of 45% would generate an estimate for the total number of electricians employed in Construction in Q2 2018 of almost 13,750.

An alternative approach would be to start with the figure of 15,550 from the Labour Force Survey and deduct the estimate of 1,700 for those electricians who work in the semi-state sector and would not be covered by the SEO. This would provide an estimate for the total number of electricians employed in Construction in Q2 2018 of 13,850.

Thus based on the above methodology, it is concluded that the current estimate of the number of electricians, electrical apprentices, electrical chargehands and foremen employed by electrical contractors in the electrical contracting sector is around 13,800.

Based on a figure of 13,800, the ECA and the AECl combined membership of 6,294 represents 46% of the total persons working in construction in the electrical contracting sector.

Using the same base figures, the Connect Trade Union, with 9,871 members working in the construction sector, represents 71.5% of the total persons working in construction in the electrical contracting sector.



ACCURACY

ECA Member Survey

19/10/2018

"Accurate information is central to all decision making"



Objectives

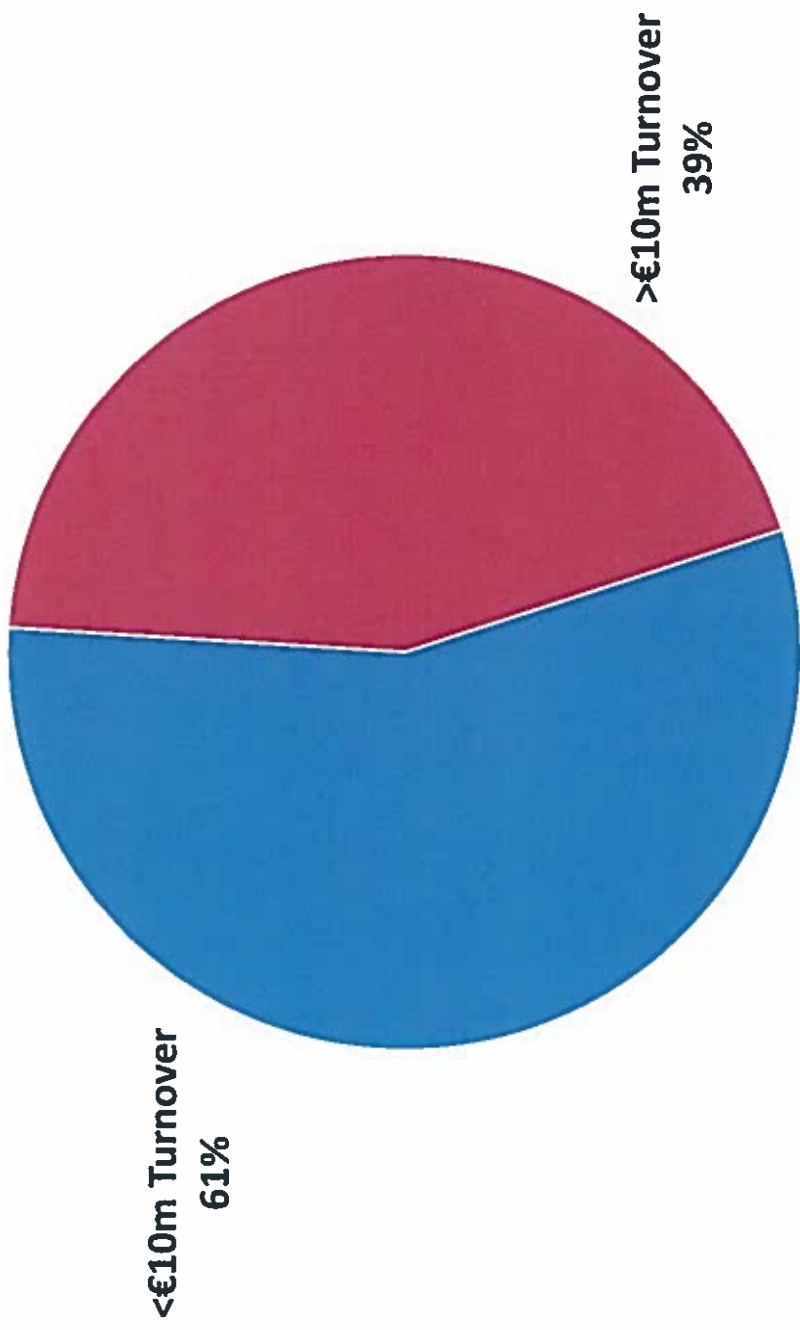
- To conduct a survey with ECA members to measure:
 - ® Total number of employees
 - ® Total number of electrical workers broken down by individual skill set (Apprentices, Electricians, Foremen, Chargehands etc)
 - ® Total number of electrical workers they expect to recruit in 2018-2019
 - ® Total number of employees they expect to recruit in 2018-2019 broken down by individual skill set



Methodology

- Research was conducted using a telephone survey (33 members)
- All ECA members were written to and invited to participate in the research
 - In addition a copy of the questionnaire was provided to all members
- Any ECA member who declined to participate was removed from the database
- Accuracy achieved a sample of 33 completed interviews which delivers a margin of error of approximately (+ or – 8%)
- All interviews were conducted between 25th June – 25th August 2018

Company Category - Sample



(Base: All Respondents: 33)



KEY FINDINGS

"Accurate information is central to all decision making"



Total Number of People Employed

	All companies (33)	Companies with annual turnover <10 M (20)	Companies with annual turnover >10 M (13)
Total employed	8,882	1,257	7,625
Average number employed	269.15	62.85	586.54

(Base: All Respondents:33)



Total Number of Electrical Workers Employed

	All companies (33)	< 10M (20)	>10 M (13)	Dublin (16)	ROL (4)	Muns (9)	Conn/Ulst (4)
Apprentices	1429	232	1197	857	57	412	103
Electricians	1911	402	1509	1180	93	554	84
Foremen	327	73	254	181	20	108	18
Chargehands	377	76	301	223	14	126	14
TOTAL	4,044	783	3,261	2,441	184	1,200	219

(Base: All Respondents: 33)



Average Number of Electrical Workers Employed by Role

	Total (33)	<€10m (20)	>€10m (13)
Average no of Apprentices	43.3	11.6	92.1
Average no of Electricians	57.9	20.1	116.1
Average no of foremen	9.9	3.7	19.5
Average no of chargehands	11.4	3.8	23.2
Average no of electrical employees	122.6	39.2	250.1

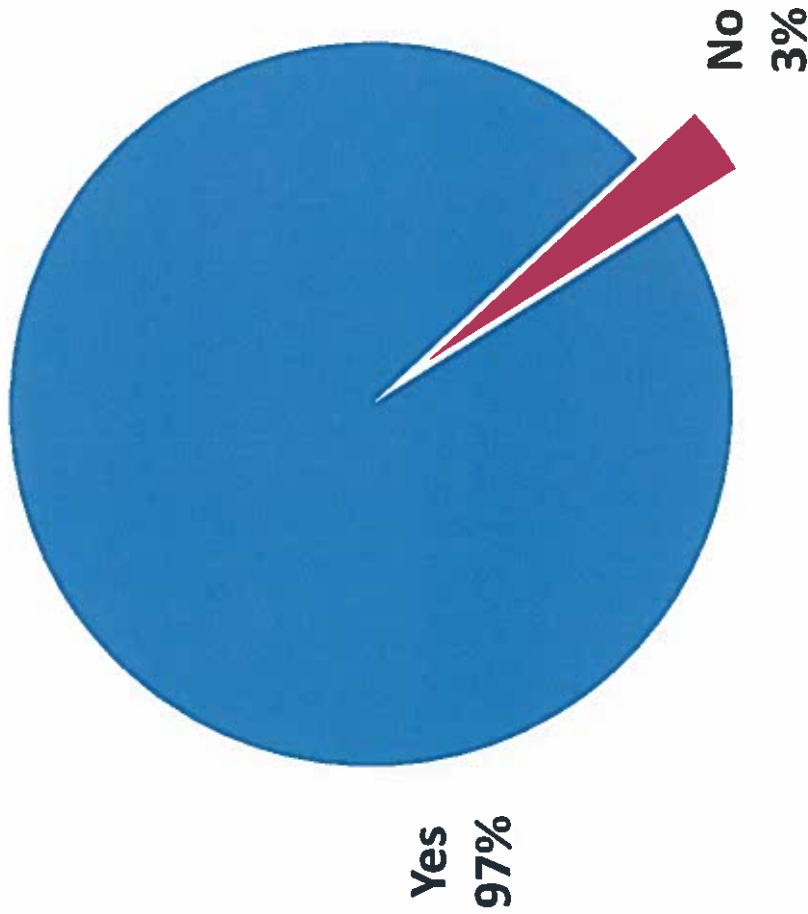
All figures rounded to 1 decimal place

(Base: All Respondents: 33)



Intention To Recruit Electrical Staff during 2018-2019

Yes	(97%)
<€10m	95%
>€10m	100%



97% of members intend to recruit in the next 12 months
(ie only 1 company does not expect to recruit additional electrical staff)

(Base: All Respondents: 33)



Total Number of Workers Expected To Recruit in 2018-2019 x Role

Total no of people expect to recruit in 2018-2019	All companies (32)	Companies Turnover <€10m (19)	Companies Turnover >€10m (13)
Total no of Apprentices	415	130	285
Total no of Electricians	504	148	356
Total no of Foremen	47	6	41
Total no of Chargehands	41	2	39
Total no of electrical workers expect to employ in next 12 months	1,007	286	721

(Base: All who will recruit during 2018-2019:32)



Average Number of Workers Expected To Recruit in 2018-2019 x Role

Average no of people expect to recruit in 2018-2019	All companies (32)	Companies Turnover <€10m (19)	Companies Turnover >€10m (13)
Average no of Apprentices	12.97	6.84	21.92
Average no of Electricians	15.75	7.79	27.38
Average no of Foremen	1.47	.32	3.15
Average no of Chargehands	1.28	.11	3
Average no of electrical workers expect to employ in next 12 months	31.47	15.05	55.46

All figures rounded to 2 decimal places

(Base: All who will recruit during 2018-2019:32)