Philip J. O’Connell, UCD

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| **Present post:** | Director, UCD Geary Institute for Public Policy  Professor of Applied Social Science, UCD |
| **Address:** | UCD Geary Institute for Public Policy  University College Dublin, Belfield, Dublin 4, Ireland |
| **Telephone (office):** | 353-1-7164614 |
| **E-mail:** | [Philip.oconnell@ucd.ie](mailto:Philip.oconnell@ucd.ie) |
| **Website** | <http://www.ucd.ie/geary/> |

Philip J. O'Connell is Director of the UCD Geary Institute and Professor of Applied Social Science at University College Dublin. Most of his work focuses on the labour market and on migration. He has an enduring interest in equality at work and in access to employment, publishing papers on wage inequality, on working conditions and workplace practices, on the transition from unemployment to work, and on the experience of migrant workers in Ireland. He has written several books on the determinants and effects of work-related education and training, and published papers on this and other labour market issues in the leading peer-reviewed journals. He is co-editor of *Austerity and Recovery in Ireland: Europe’s Poster Child and the Greta Recession, published by Oxford University Press in 2017.* He has served as a consultant on human resource development and labour market issues to the European Commission and the OECD. He is a government-appointed member of the Irish Labour Market Council.

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| **Work Experience** |  |
| 2003-2012  2002-2012  1998-2002  1991-1998  1998-1991 | Head of Social Research Economic and Social Research Institute, Dublin  Research Professor ESRI, Dublin ([www.esri.ie](http://www.esri.ie))  Senior Research Officer ESRI, Dublin  Research Officer ESRI, Dublin  Assistant Professor Dept. of Sociology,  University of North Carolina, Chapel Hill, U.S.A |
| **Education** |  |
| Ph.D. - 1989 | Dept. of Sociology, Indiana University, Bloomington, USA |
| M.A. - 1980 | University College Cork, Ireland |
| B.A. - 1977 | University College Cork, Ireland |

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**Organisational/Leadership Skills**

* Currently Director of leading social science research institute
* 10 years previous experience as head of research division with c. 30 staff, ESRI, Dublin, 2003-2012
* Director of EMN Ireland, the Irish national contact point of the European Migration Network (DG Home Affairs) 2006-2012
* National Irish Delegate to OECD Expert Group on International Migration (SOPEMI) 2006-present

#### Selected Recent Publications

2017, Roche, W., O’Connell, P., and Prothero, A., *Austerity and Recovery in Ireland: Europe’s Poster Child and the Great Recession.* Oxford University Press

2017, Davia, M.A., McGuinness, S., and O’Connell, P., “Determinants of Regional Differences in Rates of Over-education in Europe.” *Social Science Research, Volume 63, p. 67-80.*

2016, O’Connell, P., and O. Kenny, “Employment and Integration” in A. Barrett, F. McGinnity and E. Quinn (eds.) *Monitoring Report on Integration 2016.* Dublin: The Economic & Social Research Institute and Department of Justice and Equality.

2015, Kingston, G., McGinnity, F., O’Connell, P., Discrimination in the Labour Market: Nationality, Ethnicity and the Recession, *Work, Employment and Society*. 29:2: 213-232

2014, E. Kelly, S. McGuinness, P. O’Connell, D. Haugh and A. González Pandiella, “Transitions In and Out of Unemployment among Young People in the Irish Recession.” *Comparative Economic Studies*

2014, S. McGuinness, P. O'Connell,and E. Kelly,“The Impact of Training Programme Type and Duration on the Employment Chances of the Unemployed in Ireland.” *The Economic and Social Review, Vol. 45, No. 3, Autumn, 2014, pp. 425–450*

2014, F. McGinnity, E. Quinn, G. Kingston, and P. O’Connell , *Annual Monitoring Report on Integration, 2013.* ESRI and The Integration Centre*.*

2013, A. Barrett, S. McGuinness, M. O’Brien and P. O’Connell, “Immigrants and Employer-Provided Training.” *Journal of Labour Research,* Vol 34(1), Pp 52-78

2013, F. McGinnity, E. Quinn, G. Kingston, and P. O’Connell , *Annual Monitoring Report on Integration, 2012.* ESRI and The Integration Centre*.*

2013, G. Kingston, P. O’Connell and E. Kelly *Ethnicity and Nationality in the Irish Labour Market: Evidence form the QNHS Equality Module 2010.*  The Equality Authority and the ESRI.

2013, P. O’Connell, "Cautious Adjustment in a Context of Economic Collapse: The Public Sector in the Irish Crises." In D. Vaughan-Whitehead (ed.) *Adjustments in the Public Sector in Europe: Scope, Effects and Policy Issues.* Geneva: International Labour Office.

2012, P. O’Connell and D. Byrne, “The Determinants and Effects of Training at Work: Bringing the Workplace Back In.” *European Sociological Review,* Vol 28(3), Pp 283-300.

2012, E. Kelly, S. McGuinness and P. O'Connell, “Transitions to Long-Term Unemployment Risk among Young People: Evidence from Ireland.” *Journal of Youth Studies,* Vol 15(6). Pp.780-801 http://www.tandfonline.com/doi/abs/10.1080/13676261.2012.678047

2012, P. O’Connell, S. McGuinness and E. Kelly, “The Transition from Short- to Long-term Unemployment: A Statistical Profiling Model for Ireland.” *Economic and Social Review,* Vol. 43, No. 1, Pp 135-164

2011, S. McGuinness, E. Kelly, P. O’Connell and T. Callan, “Assessing the Impact of Wage Bargaining and Worker Preferences on the Gender Pay Gap Using a Linked Employer-employee Dataset.” *European Journal of Industrial Relations.* Vol 17, No. 3, Pp. 277-294.

2011, S. McGuinness, **P. O’Connell** and E. Kelly, *Activation in Ireland: An Evaluation of the National Employment Action Plan*. ESRI Research Series 20

2010, P. O’Connell. H. Russell, D. Watson, and D. Byrne, *The Changing Workplace: A Survey of Employees’ Views and Experience.* Dublin: National Centre for Partnership and Performance

2010, S. McGuinness, E. Kelly and P. O'Connell, “The Impact of Wage Bargaining Regime on Firm-Level Competitiveness and Wage Inequality: The Case of Ireland.” *Industrial Relations:* *A Journal of Economy and Society,* Vol 49, No 4, October 2010, pp.593-615

2010, E. Kelly, P. O'Connell and E. Smyth, "The Economic Returns to Field of Study and Competencies among Higher Education Graduates in Ireland." *Economics of Education Review,* Vol 29 No 4, August 2010, pp.650-657

2010, H. Russell, E. Smyth and P. O'Connell "Gender Differences in Pay among Recent Graduates: Private Sector Employees in Ireland" *Journal of Youth Studies,* Vol. 13, Issue 2, pp.213 - 233

**Examples of Commissioned Research**

***Migration Monitoring***

Annual monitoring report on trends in migration in Ireland to OECD Expert Group on Migration (SOPEMI). ESRI and Dept. of Justice and Equality (2006-present).

***Integration Monitor***

Develop indicators and monitor the integration of immigrants in Ireland, publish annual monitoring reports on integration. These indicators seek to measure economic, political and social equality of immigrants in Ireland (The Integration Centre, Dublin, 2012-14 and Office for the Promotion of Migrant Integration, Department of Justice and Equality (2016-17).

***Ethnic Minorities and Immigrants in the Workplace***

This project draws on micro-data from the Quarterly National Household Survey to examine the labour market conditions experienced by ethnic minority workers and other non-national immigrant groups working in Ireland. The Equality Authority and European Commission - Progress Programme (2012).

***Adjustments in the Public Sector***

International comparative study in 13 EU countries of the impact of the economic crisis on the public sector. International Labour Organisation and European Commission (2011-12).

***The Impact of the National Employment Action Plan***

Analysis of administrative records from Department of Social Protection and FÁS to assess the impact of the range of activation measures currently implemented under the National Employment Action Programme to assist unemployed individuals re-enter the labour market. This is a follow-on project from the National Profiling of the Unemployed completed in 2008 (2009-10).

***The National Workplace Survey, 2009***

Two surveys of employers and employees to examine workplace practices and working arrangements, skills and training, and workplace change. Follow-up to the Changing Workplace Surveys conducted in 2003. National Centre for Partnership and Performance (2008-2009).

***Determinants and Consequences of Skill Mismatch and Policy Implications***

This research is being undertaken for CEDEFOP The European Centre for the Development of Vocational Training on the determinants and consequences of skill mismatch and policy implications. With Seamus McGuinness, ESRI, Dublin, Peter Sloane and Nigel O’Leary, University of Swansea and Kostas Mavromaras, University of Melbourne (2009-12).

***National Pilot Profiling of the Unemployed***

All new claimants during a 3-month period in 2006 were issued a questionnaire to collect a range of variables believed to influence employment prospects. The resulting national sample of approximately 50,000 claimants is being tracked over an 18-month period. This forms the basis of a pilot national profiling system to identify unemployed clients most likely to experience employment difficulties and to enter long-term unemployment. Department of Social and Family Affairs. (2006-2008).