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## Clonsast Social Survey

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## CLONSAST SOCIAL SURVEY

*This study was commissioned by Bord na Mona  
and carried out by the Economic and Social Research Institute, Dublin.*

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### INTRODUCTION

Clonsast is Bord na Mona's (BnM) oldest established larger type bog. It consists of six smaller bogs, - Garryhinch, Derryounce, Derrylea, Clonsast main bog, North bog and the Bulge. The whole group of bogs is situated close to Portarlinton and has a gross area of 10,700 acres. Over 200,000 tons of sod peat are produced in these bogs annually but supplies are becoming exhausted. Production will progressively reduce from now onwards and by 1994 it will be down to an estimated 34,000 tons annually.

Most of the turf from the Clonsast works is supplied to the ESB for use in the Portarlinton generating station which has a 37.5 Mg Watt capacity. At present this station forms part of the ESB's base load electricity supply and will continue as such up to 1985, using 130,000 tons per year, which will be reduced to 100,000 tons for the last four years.

Since its establishment in 1946 the Clonsast works has proved to be the major source of non-agricultural employment in the Portarlinton area. However over this period the average number of workers employed annually at the works has declined. This decline has not affected all occupational groups equally. The numbers of semi-skilled and un-skilled workers has fallen considerably due to the introduction of more mechanised production techniques while the numbers of skilled workers increased somewhat. A summary of the employment pattern in Clonsast since 1959/60 is shown in Table 1.

Table 1: Employees at Clonsast works classified by occupation in selected years since 1959/60. \*

Year	Occupation				Total
	Admini- strative	Supervisors	Skilled	Semi and unskilled	
			No.		
1959/60	15	36	39	496	586
1965/66	11	31	56	366	464
1970/71	11	23	79	217	330
1976/77	17	18	68	216	319
Change in number	+2	-18	+29	-283	-267
1959 - 1977 (Percentage)	+(13.3)	-(50.0)	+(74.3)	-(57.1)	-(45.6)

\* The figures for 1976/77 were supplied by Bord na Mona and the remainder were taken from Fell (1971). They do not include seasonal workers (mainly unskilled) whose numbers have declined substantially.

As can be seen from this table, there are at present 319 full time workers employed by Bord na Mona at Clonsast, of whom about 70 are skilled workers, mainly fitters and electricians. A further 60 - 70 seasonal workers are employed in turf saving activities during the summer months. In addition the ESB employs about 120 workers. According to Fell<sup>(1)</sup> the wages, salaries and local spending for other goods and services in 1970/71 by Bord na Mona and the ESB in the Clonsast area was well over £0.5 million and was equivalent to 20 per cent of the total income from all sources generated in the region. The comparable figure for spending by these two bodies in 1976/77 was £1.6 million. Hence when the turf production ceases, economic activity in the area will be seriously affected unless alternative industries can be introduced either by the IDA or through diversification policies by Bord na Mona. It is the purpose of this paper to explore some of these potentialities. Towards this end a survey has been carried out of Bord na Mona and

(1) Study of Clonsast area made for Bord na Mona by C. F. Fell in 1972 - unpublished.

ESB workers, and discussions have taken place with the IDA to determine what role it envisages for the area. The views of the IDA, together with the main economic features of the Clonsast area, are discussed in the next chapter of this report. The survey results are given in detail in Chapter 2 and a summary of these is presented in Chapter 3. The main conclusions of the study are discussed in Chapter 4.

## CHAPTER 1

### MAIN FEATURES OF CLONSAST AREA

The area from which the ESB and Bord na Mona workers are drawn is shown on the attached map. As can be seen the employment catchment area is located mainly in counties Laois and Offaly with some workers coming from the Monasterevin district in County Kildare. The catchment area extends over an area of about 146,000 acres (230 square miles) but because it is covered by extensive deposits of bogland it is not a particularly good farming area and lacks features capable of attracting tourists.

The principal towns in the region from which about 50 per cent of the two workforces are drawn are: Portarlinton, Mountmellick, Daingean and Monasterevin. Other smaller towns in the region which supply workers are Bracknagh and Coolagary. These towns therefore would be most affected by the running down of the Clonsast works and the phasing out of the Portarlinton power station.

The total population of all the region concerned in 1971 was about 17,000 people, of which the rural population was 8,000 and that of the towns about 9,000. These population figures are given in Table 1.1 for the years 1966 and 1971. As can be seen, there were increases in the populations of Portarlinton, Mountmellick and Monasterevin between the two periods but these were associated with declines in the other towns and the rural areas. On the whole, however, there was an overall increase of about 3 per cent in the population of the total region. The phasing out of Bord na Mona and ESB operations would certainly have a serious effect on future growth in population. Portarlinton in particular would suffer very much.

The age and sex distributions of the population given in Table 1.1 for the year 1971 are given in Table 1.2.

Table 1.1: Population figures in Clonsast catchment area, 1966 and 1971.\*

Town	1966	1971	Change 1966-71
		No.	
Portarlinton	2,905	3,117	+212
Mountmellick	2,668	2,864	+196
Monasterevin	1,412	1,619	+207
Daingean	576	492	-84
Bracknagh	322	307	-15
Coolagarry	276	264	-12
Total urban	8,159	8,663	+504
Total rural	8,456	8,418	-38
Total urban and rural	16,615	17,081	+466

Source: Census of Population, 1971, Vol. I, Central Statistics Office, Dublin, July 1972.

\* The DEDs from which this population is drawn are listed in Table 1.4.

Table 1.2: Distribution by age and sex of population in Clonsast catchment area 1971.

Age group	Male	Female	Total	Total
Years	No.	No.	No.	%
0 - 4	1,009	948	1,957	11.5
5 - 9	1,015	969	1,984	11.6
10 - 14	909	930	1,839	10.8
15 - 19	788	751	1,539	9.0
20 - 29	1,008	990	1,998	11.7
30 - 49	1,832	1,730	3,562	20.9
50 - 54	478	404	882	5.1
55 - 64	863	632	1,495	8.8
65 and over	897	928	1,825	10.7
Total	8,799	8,282	17,081	100.-

Source: Central Statistics Office (Unpublished data).

As can be seen from this table 33.9 per cent of the population are under 14 years of age and 10.7 per cent are 65 years and over. The proportion of the population in the working age groups is thus 55.4 per cent and the dependency ratio is 0.80 -  $[(33.9 + 10.7) / 55.4]$ . This ratio compares with 0.73 for Ireland as a whole, 0.72 for Leinster and 0.79 for the IDA midland region. \*

The distribution of the population, 14 years of age and over, in the Clonsast catchment area by sex and occupation is shown in Table 1.3.

Table 1.3: Distribution by sex and occupation of the population in Clonsast catchment area, 1971.

Occupations	Male	Female	Total
Agriculture, forestry, fishing	1,622	160	1,782
Producers, makers, repairers	1,528	242	1,770
Labourers and unskilled workers	540	2	542
Transport and communications	267	38	305
Clerical workers	84	183	267
Commerce, insurance and finance occupations	374	163	537
Service, entertainment and sport workers	99	191	290
Professional, administrative, executive	221	254	475
Other gainfully occupied	55	8	63
(A) Total gainfully occupied	4,790	1,241	6,031
<u>of which</u> (a) Total at work	4,414	1,184	5,598
(b) Total out of work	376	57	433
<u>Not gainfully occupied</u>			
At school or students	512	531	1,043
Home duties	17	3,532	3,549
Others not gainfully occupied	725	308	1,033
(B) Total not gainfully occupied	1,254	4,371	5,625
(C) Total 14 years of age and over (A) + (B)	6,044	5,612	11,656

Source: Central Statistics Office, unpublished data.

\* The IDA Midland Region comprises Counties Laois, Longford, Offaly, Roscommon and Westmeath.

This table shows that the total number of gainfully occupied in the region was 6,031. This represents 35.3 per cent of the total population of the area. The corresponding proportion for the country as a whole in that year was 37.6 per cent and for Leinster it was 38.0 per cent. The numbers employed in agriculture, forestry and fishing in the area were 1,782 which is 29.5 per cent of the total gainfully occupied in the region. The corresponding figure for the country as a whole was 25.8 per cent and for Leinster it was 14.0 per cent.

The Clonsast employment catchment area is located mainly within the IDA midland region but it is not exactly co-terminions with any town grouping within that region. It forms part, however, of the IDA midland region No. 1 town group which includes Abbeyleix, Mountmellick, Mountrath, Portarlington, Portlaois and Rathdowney. The labour catchment area of the towns in question effectively covers the entire lowland area of County Laois and smaller areas in Offaly, Kidare, Kilkenny and Tipperary. The population of these towns in 1971 was 15,000 people and if we include the population of other smaller towns in the catchment area, the total urban population comes to 22,000 people. We estimate that population outside towns in the area is about 36,000 people so that a substantial population of about 58,000 people is involved. According to the IDA annual industrial employment survey, the total industrial employment in the region in 1977 was 1,750 people.

The recent job creation performance of the cluster of towns incorporating the Clonsast region is of some interest. The IDA regional plans for the period 1973-77 set a target of 750 net new jobs for the midland region No. 1 group of towns. It was intended that Portlaoise should be the focal point of this cluster of towns as it had failed to attract sufficient industry in the past. Between 1973 and 1976 only 300 net new jobs were actually created. A further 200 net new jobs are expected in 1977, leaving a shortfall of 250 net new jobs for the period as a whole. This

shortfall will be partially offset by jobs currently in the pipeline that are expected to materialise in 1978.

The IDA has taken the disappointing performance in the 1973-77 period into account in setting a job creation target of 750 net new jobs for this cluster of towns in the 1978-81 period. Special efforts are being devoted to job creation in this region in view of the fact that Bord na Mona and ESB (the largest employers in the area) will be scaling down their operations. Furthermore it is hoped to persuade a large industry, which would eventually employ over 1,000 workers, to establish at Portarlington.

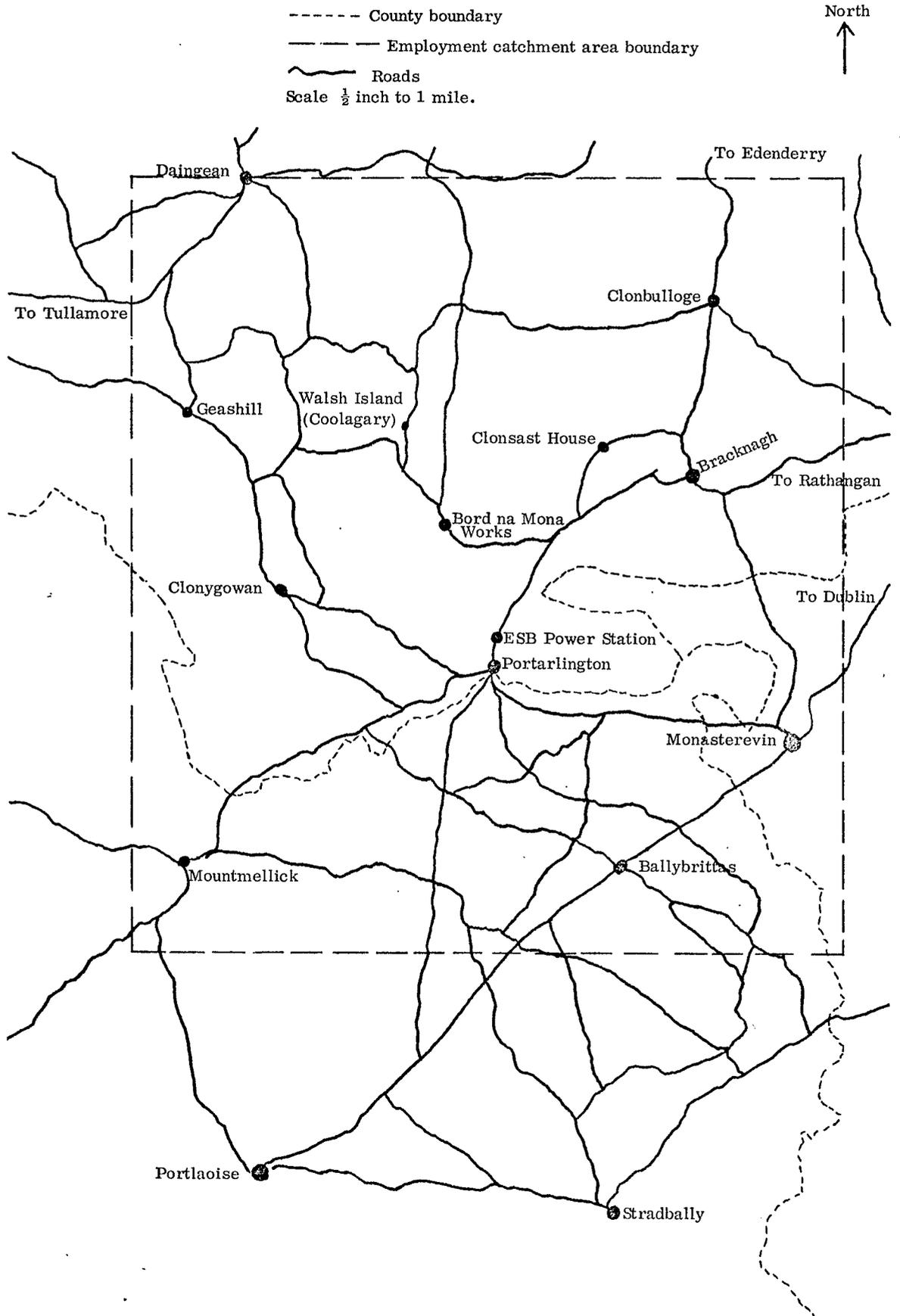
As part of the effort to maintain employment in the area the IDA has stated that it is willing to co-operate with Bord na Mona in:

- (a) supporting the development of new products suitable to the resources and skills available in the area through its R & D programme,
- (b) through its Project Identification Programme (it identifies products which can be produced in Ireland by studying (a) existing imports, (b) "spin-off" opportunities from new overseas industries, and (c) building components and factory services) the IDA in co-operation with the Bord will help identify products which can be produced using the skills available in the area. It will provide financial support where appropriate towards the establishment of industries to produce such products,
- (c) making its services available in arranging Joint Ventures between the Bord and other parties, and providing financial support to such ventures as appropriate and
- (d) supporting the establishment of Small Industries in the area. This programme is particularly suitable for helping skilled employees to set up in industry on their own.

Table 1.4: Population and areas of DEDs included in "Clonsast area" as defined for this study.

District Electoral Division	1966	1971	Area
	Number		acres
Ballybrittas	466	504	3,877
Cappaghough	242	243	4,056
Dangans	159	167	3,061
Emo	685	696	9,241
Garrymore	170	162	2,949
Graigie	141	135	3,206
Jamestown	338	322	3,500
Meelick	240	226	4,180
Mountmellick rural	533	583	3,895
Mountmellick urban	2,440	2,595	563
Portarlington south	2,376	2,549	2,856
Portarlington north	970	1,066	5,188
Shaen	545	485	5,828
Kilmullen	218	222	3,457
Monasterevin urban	1,412	1,619	6,767
Quinsborough	92	92	3,590
Ballyshear	309	326	5,532
Clonygowan	407	421	4,839
Daingean	986	896	4,668
Geashill	741	751	8,795
Hammerlane	399	401	5,860
O Dempsey	159	134	3,200
Raheenakeeran	406	399	3,975
Rathfeston	255	248	5,109
Ballaghassan	99	87	3,490
Bracknagh	858	835	12,061
Clonbulloge	456	454	11,062
Esker	308	284	6,947
Mount Briscoe	205	179	4,208
<b>Total</b>	<b>16,615</b>	<b>17,081</b>	<b>145,960</b>

Figure 1: Clonsast Employment Catchment Area.



THE SURVEY

Organisation of the Survey

The survey was commissioned by Bord na Mona who supplied a list of topics on which information was required. The original intention was to confine the survey to Bord na Mona workers at Clonsast but later the ESB asked that its workers in the Portarlington power station be included also.

A questionnaire was prepared in ESRI on the basis of discussions with Bord na Mona. The draft questionnaire was pre-tested by the authors on a sample of 12 Bord na Mona workers from different occupational groups in Clonsast on 28 July 1977. A revised final draft of the questionnaire was then prepared, a copy of which is shown in the Appendix to this report. The same questionnaire, with very minor modifications, was used to interview the ESB workers.

The interviews were carried out by a team of ESRI interviewers in August and September of 1977 at the Clonsast works and at the Portarlington power station. Co-operation was requested from all the workers at both locations.\* The total number of Bord na Mona workers interviewed was 292 out of a total of about 375 (including both seasonal and permanent employees), while in the power station interviews were conducted with 59 out of the 119 employees. The remainder either refused to co-operate or were unavailable for interview throughout the survey period. Since there are very few females employed at Clonsast the sample reflects this situation - only one female is included among the respondents.

Table 2.1 summarises the information on response rates and indicates that the overall response rate was 71 per cent. In view of this high percentage, and of the correspondence of the occupational distribution of the sample with that of the population under study, we believe that the samples give an accurate representation of the circumstances and views of the workers involved.

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\* Professional engineers servicing these works were not included in the survey as they do not reside in the Clonsast catchment area.

Table 2.1: Response rates in Bord na Mona, ESB and overall.

	Bord na Mona		ESB	Both organisations
	Permanent	Seasonal		
Total workers	319	60*	119	498
Number of workers interviewed	241	51	59	351
Response rate (%)	75.5	85.1	49.6	70.5

\* This is an approximate figure since the number of seasonal workers can vary from week to week.

We would like to express our gratitude to the administrative staff of the Clonsast works and of the Portarlington power station for their unfailing courtesy and efficiency in scheduling interviews and dealing with our many requests for information.

#### Results of the Survey

The Bord na Mona and ESB employees included in the sample are described in a series of tables. These tables are given in the Appendix to this Chapter, but their main features are summarised below. We first of all give a description of the labour force and then discuss the opinions they expressed.

#### Occupations of Workers

The occupations of the workers classified by age are given in Table A.1 of the Appendix. The first part of the table shows that of the total workers interviewed, 14.2 per cent had administrative, clerical or supervisory posts (Non-manual), 23.1 per cent were skilled manual, 33.9 per cent were semi-skilled manual and 28.8 per cent were unskilled workers. Generally speaking, then, it can be said that one-fifth of the sample were skilled manual, about one-third were semi-skilled, somewhat less than one-third were unskilled workers and the remaining one-seventh were administrative, clerical and supervisory workers.

Ages of the workers

The second part of Table A.1 shows that 7 per cent of the workers interviewed were under 20 years of age, 31 per cent were 50 years of age and over, while 18 per cent were over 55 years of age. The 20-29 age group had a higher proportion of workers (21.9 per cent) than any of the other groups, followed closely by the 40-49 age group with 18.2 per cent in the 30-39 age group.

The ESB workers were mainly in the middle age groups. None was under 20 years of age and only 10 per cent were over 55 years of age.

When we look at the ages of the different occupational groups, we find that the non-manual and semi-skilled workers tend to be older than the others, two-thirds of both these groups being 40 years of age and over. The skilled manual workers, on the other hand, tend to be the youngest group, almost 60 per cent of them being under 30 years of age. This group of Bord na Mona workers contained a number of apprentices. Unskilled workers were fairly evenly distributed over the different age groups.

The age distribution of the workers shows that if the turf cutting activities of Bord na Mona were to come to an end after ten years with no phasing out in the meantime, about 18 per cent of the present labour force would have reached retirement age by that time, 13 per cent would be between 60 and 65 years of age and a further 21 per cent would be between 50 and 60 years of age. Thus, about one-third of the workforce would be between 50 and 65 years of age. It would be difficult to find alternative jobs for these workers since employers are reluctant to take on new people in these age groups. Most of the older workers would, therefore have to receive redundancy payments and early retirement pensions at that time.

The third section of Table A.1 shows that 80 per cent of the workers in the sample were full time; about 2 per cent were part-time and 18 per cent were seasonal workers. As might be expected, all of the administrative, clerical and supervisory workers were wholetime, while 1.2 per cent of the skilled, 15.1 per cent of the semi-skilled, and 32 per cent of the unskilled workers were seasonal.

Marital status, relationship to head of household, and size of household

Table A.2 shows the marital status of the employees classified by occupation and relationship to head of household. As can be seen from the first section of this table, about 64 per cent of all employees were married and 35 per cent were single. Very few were widowed. The second section of the table shows that 71 per cent of all the workers were heads of households, 24 per cent were sons and about 4 per cent were other relatives.

The first section of Table A.3 (which reflects the marital status of the respondent) shows that 67 per cent of the households were mainly dependent on respondent's income. This proportion varied, however, for the different occupations and for Bord na Mona and ESB workers. About 81 per cent of the ESB workers and 64 per cent of the Bord na Mona workers indicated that their households were mainly dependent on their income. Among the different occupations, 82 per cent of the non-manual and 70 per cent of the semi-skilled workers made similar statements. On the other hand, less than half of the skilled manual workers stated that households were mainly dependent on their income. This is probably due to the relatively high numbers of skilled workers in the younger age groups.

The age structure of persons in the dependent households is shown in the second section of Table A.3. As can be seen from this section, about 10 per cent of the persons in these households were in the 0-4 years age group, 28 per cent in

the 5-14 age group, 13 per cent in the 15-19 age group, 34 per cent in the 20-49 age group and 16 per cent in the 50 and over age groups. The total number of persons including the respondent in all the dependent households in the sample was 1,088, of which 825 were in Bord na Mona workers' and 263 in ESB workers' households. The total number of dependent households was 234 and the average number of persons per household 4.6. This average was fairly similar for all the occupational groups.

If we assume that household size and dependency pattern is the same among the non-respondents as among the respondents, then we can conclude that about 1,700 people are directly dependent on Clonsast bog for a major part of their livelihood (i.e. 494 workers and about 1,187 dependents). Some of the workers on whom households were dependent have other sources of income, such as farming, and other part-time jobs. Even if we omit the seasonal and part-time workers we find that about 1,500 people are mainly dependent on the Clonsast bog. This figure does not include the various people in business and services in the region who depend on the expenditure of Bord na Mona and ESB workers.

#### Education and training of employees

The percentage of employees classified by occupation, by age on completion of full-time education, and by type of school attended is shown in Table A.4. The first section of this table shows that 41 per cent of the workers finished full-time education at 14 years of age or less; 16 per cent finished at 15 years, another 16 per cent at 16 years, 14 per cent at 17 years and 11 per cent at 18 years and over. All in all, about 87 per cent of the sample left full-time schooling between 14 and 17 years of age. The ESB workers spent longer at school than the Bord na Mona workers; 39 per cent of the former were 17 years of age and over before they left school compared with 23 per cent of the latter.

As might be expected, the non-manual and supervisory staff spent the longest time in school; 44 per cent of these were 18 years or over before finishing their education compared with about 14 per cent for skilled manual and 4 per cent or less for the other two groups. About 69 per cent of the semi-skilled workers left school at 14 years of age or younger compared with 53 per cent of the unskilled manual workers, 12 per cent of the non-manual and supervisory staff, and 6 per cent of the skilled manual workers. These proportions broadly reflect the present age distributions of the respondents, the younger people, regardless of occupation, having spent longer at school than the older workers.

The second section of Table A.4 shows that over half the sample did not go beyond the primary school. About 25 per cent attended vocational schools, 20 per cent went to secondary schools, while only 1.1 per cent went to university. The smallness of the latter figure is due to the exclusion of the professional engineers from the sample because they were not based at Clonsast. A higher proportion of ESB than Bord na Mona workers attended post-primary schools.

The proportion of employees in the sample classified by age and type of school attended is shown in Table A.5. As can be seen from this table, very small proportions of the 40 years and over employees attended either vocational or secondary schools while high proportions of the younger workers attended these schools. Some 92 per cent of the 15-19 year old age group attended either secondary or vocational schools compared with less than 30 per cent of the 40 years and over groups.

#### Attendance at evening classes

As can be seen from Table A.6, only a small proportion (17.4 per cent) of all workers in the sample attended evening classes of any kind but the proportions varied considerably among the different occupations. About 46 per cent of the non-

manual group attended such classes compared with 27 per cent for skilled workers and about 7 per cent each for the semi-skilled and unskilled workers.

The type of classes attended is given in the second section of the table which shows that the main classes attended were carpentry and woodwork, commercial subjects such as typing, accountancy and business methods, engineering subjects, metalwork and fitting, languages, and various groupings of the above subjects.

#### Specific training of employees.

The percentage of employees classified by occupation and apprenticeship served is given in Table A.7. As can be seen from this table, only 30 per cent of the total employees served an apprenticeship of any kind. The proportions varied, however, for the different sub-groups; 27 per cent only of the Bord na Mona workers served apprenticeships compared with 46 per cent of the ESB employees. As might be expected, there were big differences also between occupations. Some 95 per cent of the skilled manual workers served apprenticeships mainly in welding and fitting; 28 per cent of the non-manual workers also served apprenticeships to some trade. Most of these were skilled manual workers who had been promoted to supervisory positions.

Employees were also asked to state if they had had any special type of training in addition to that listed in Table A.7. Their answers to this question and to ones asking the number of previous employers are summarised in Table A.8. The first part of this table shows that about 88 per cent of employees had no work training additional to that listed in Table A.7. The small numbers having additional training listed this as including truck driving, masonry work and plastering, carpentry and joinery, fitters, electricians and waiters. With regard to previous employers, about 21 per cent said they had one other employer, 19 per cent said

they had two, 11 per cent had three, and about 14 per cent had four or more other employers. For 35 per cent of employees, their present work was the only job they had held. It will be noted that a very high proportion (about 57 per cent) of the skilled manual workers started their working careers with their present employers. The corresponding figures for non-manual, semi-skilled and unskilled workers were 38, 31 and 19 per cent respectively. When the Bord na Mona and ESB workers are looked at separately, it can be seen that this was the first job for only 15 per cent of the latter, compared with 38 per cent of the former.

The third part of Table A.8 shows that about one-sixth of the sample had been in their present jobs for over 30 years, while another 29 per cent had been here for between 21 and 30 years. The Bord na Mona workers tended to have longer service than the ESB workers; almost 50 per cent of the former had over 20 years service compared with 24 per cent of the latter. The length of service reflects to some extent the dates of establishment of the Bord na Mona works and the ESB power station. The former was in operation since the early 1940s while the latter was not constructed until about 10 years later.

#### Previous work: location and type

The proportion of employees classified by occupation, by location of previous employment and by type of such employment is given in Table A.9.

This table shows that of the total persons interviewed, 21.1 per cent had previously worked in the Clonsast area only, with employers other than Bord na Mona or ESB; 3.1 per cent previously worked in Dublin only, 26.5 per cent worked in the rest of Ireland only, and 4.8 per cent worked abroad only. About 3 per cent had previously worked in Dublin and the rest of Ireland outside Clonsast, and 7.4 per cent had worked in the rest of Ireland and abroad. As shown in the previous

table, 34.5 per cent had no previous employment outside the Clonsast area with employers other than Bord na Mona and ESB. (They may have been employed elsewhere by these bodies in the past, but this was not investigated.)

With regard to previous work, (other than with Bord na Mona and ESB) it is interesting to note that about one-quarter of the present non-manual staff had previous experience of non-manual work. About one-sixth had previously been employed as skilled manual workers, while another one-sixth had had experience of semi-skilled or unskilled work. About 38 per cent of the present non-manual workers had never worked outside of Bord na Mona or ESB; similarly with 56.8 per cent of the skilled workers. Over one-third of the latter had been skilled workers elsewhere. About one-quarter of the semi-skilled workers had been unskilled workers elsewhere while another one-quarter had farm work experience previously. Of the unskilled workers, about one-fifth started with Bord na Mona, almost half were unskilled workers previously, and one-sixth had previous experience as farm workers.

#### Salaries and wages

The total gross wage and salary bill of Bord na Mona and ESB for workers residing in the Clonsast area for the year ended 31 March 1977 was about £1.5 million, and when deductions such as PAYE, Social Welfare and superannuation were made, the net receipts of the workers were £1.25 million. These are very substantial receipts for a rural area of this size.

Incomes from different sources of full time and seasonal workers in the sample classified by occupation are given in Table A.9. The first part of this table shows that 36 per cent of all the workers had basic take-home pay (pay less tax, social welfare and superannuation payments) from their jobs with Bord na Mona and ESB of less than £40 per week. Over 50 per cent had take-home incomes of between £40 and £60 per week, while 13 per cent had over £60 per week.

When we look at the sub-groups, however, we find that the ESB workers had much higher basic incomes than the Bord na Mona group. None of the former had take-home incomes of less than £40 per week, while over 40 per cent of the latter had such incomes. A high proportion of the lower paid Bord na Mona workers, however, were apprentices, part-time, or seasonal workers some of whom had alternative income from other sources.

The second part of the table shows that when overtime is added to basic pay for the weeks during which overtime was paid the incomes are raised considerably. Only seven part-time Bord na Mona workers in the sample are now getting less than £40 per week while 60 per cent are getting £60 per week and over in take home pay. Also all of the seasonal workers are now getting more than £40 per week while all the ESB workers are getting over £60 per week. Overtime was performed by some workers in all the groups listed in Table A.10. Of the full time Bord na Mona workers, 200 out of 241 did some overtime, 45 out of 59 ESB workers also did overtime as well as 46 out of 51 seasonal workers. The average number of weeks per worker during which overtime was performed was 21 for full time Bord na Mona workers, 11 for ESB workers and 13 for seasonal workers. The average increase in basic pay for the weeks during which overtime was worked was about £20 per week for full time workers and £26 per week for seasonal workers. The latter figures are not shown in the table.

The third part of Table A.10 shows total weekly take home pay from all sources other than farming.\* In calculating the figures in this section each person's total annual non-farm income from all sources was aggregated and this aggregate was then divided by 52. The average weekly incomes thus obtained are therefore generally lower than the corresponding ones in the preceding section, even though income

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\* It is impossible in a survey of this kind to obtain accurate estimates of farm income. However it is clear from the data presented later that only a small proportion of the workers have farms and that these enterprises are generally small. Hence even if estimates of farm income could be made, they would not substantially alter the picture shown in Table A.10.

from outside of Bord na Mona and the ESB is included here. In particular the average weekly income of the seasonal workers is very much reduced, since in making the calculations, total income for a period of about 26 weeks is divided by 52. It should be kept in mind, of course, that some of these seasonal workers are also part-time farmers with income from this source. The latter income is not shown here. Average annual non-farm incomes from outside Bord na Mona and ESB were as follows: 20 full time workers had an average of about £900 each, while four seasonal workers averaged about £500 each.

#### Type of dwellings and distance from work

The proportion of employees classified by occupation, ownership of dwelling, and body from whom house is being purchased, is given in Table A.11. As can be seen from the first section of this table, 41 per cent of the respondents owned their own houses, while in 25 per cent of the cases some other member of the household owned the house in which the respondent lived. The latter cases included employees living in lodgings. A further 22 per cent of the houses were being purchased outright by either the respondent or a member of his family, while about 13 per cent were being rented. The highest rate of ownership was among the semi-skilled workers.

With regard to the buying out of houses, about 20 per cent of the sample were purchasing from the County Council, 6 per cent from Bord na Mona or ESB and 5 per cent from private sources. About two-thirds of the workers stated that they or some other member of their family had already purchased their house outright. The distance of employees' homes from work and the mode of transport to work is shown in Table A.12. The first section of this table shows that 26.5 per cent of the workers lived within 2.5 miles of the job, about 37 per cent lived

within 2.6 to 5.5 miles of their work, with the remaining 36 per cent living over 5.5 miles away. ESB workers generally lived nearer to their work than the Bord na Mona employees. About 73 per cent of the former lived within 2.5 miles of their work compared with only 17 per cent of the latter, although 10 per cent of the ESB people lived over 14.5 miles away compared with 4.5 per cent of the Bord na Mona workers.

The second section of Table A.12 shows that 25 per cent of the workers either walked or cycled to work (very few walked), 16 per cent went by motor cycle, while 50 per cent used their own car. The highest cycle users were the unskilled manual workers, while the highest car users were the non-manual and skilled workers.

#### Job satisfaction

The opinions of employees in the sample concerning various questions relating to present job are given in Table A.13. This table shows that very high proportions (over 90 per cent) were satisfied (a) with their travel arrangements to and from work, (b) that Bord na Mona and ESB were good firms to work for, and (c) that the hours worked were convenient. Almost equally high proportions stated that their present jobs were the only ones they could get if they wished to stay in the area and that they were happy in their present jobs. Significant but not such very high proportions stated that the work was interesting, that the pay was good, and that they were given a chance to do the things they wanted. Chances of promotion was the only feature with which dissatisfaction was expressed. An index of satisfaction showed that both Bord na Mona and ESB workers as well as the workers in the various occupations were very highly satisfied with their work. This index for all workers was 80 out of a possible 100.

### Employees plans for the future

Employees were asked to state the length of time they thought the Clonsast works would remain in operation and what they would do at the end of this period. Their answers to these questions are given in Table A.14. The first part of this table shows that about 35 per cent of the workers thought that present operations in the Clonsast area would last for another 5 - 10 years, about 39 per cent thought that operations could go on for another 10 - 15 years, 8 per cent thought that work would last for another further 15 - 20 years, and a further 8 per cent thought it might go on for more than 20 years. Some of the latter were of the opinion that operations would be changed from sod to milled peat production, thus prolonging the fuel production operation, but reducing the potential of the cutaway bog for agricultural or horticultural purposes.

The second part of Table A.14 shows that 37 per cent of the employees thought that Bord na Mona or ESB would provide other jobs in the Clonsast area when the present jobs ceased; a further 16 per cent said they would get jobs from Bord na Mona or ESB elsewhere. About 13 per cent said they would get jobs outside Bord na Mona or ESB and 23 per cent said they would be retired or about to retire at that time. The people who were most confident of obtaining other jobs with Bord na Mona or ESB in Clonsast were the semi-skilled and unskilled workers. Some 55 per cent of the former and 35 per cent of the latter thought that this would happen as also did 32 per cent of the non-manual workers and 17 per cent of the skilled manual workers. Very few workers (3.7%) hoped to become full time farmers when the present work ceased in the Clonsast area.

### Experience of farming

Since one of the main objectives of the study was to determine workers' views on the use of the cutaway bog, a number of questions were asked on this

matter. In interpreting answers to these questions, the backgrounds of the respondents need to be taken into account, particularly their experience of both general farming and the working of reclaimed bogland. Some questions on farming experience were, therefore, included in the questionnaire and the answers to these are tabulated in Table A.15.

The first part of this table shows that about 9 per cent of the sample owned and operated farms, a further 1.4 per cent operated rented land, while 6 per cent helped on a family farm. Almost 84 per cent of the sample did not work on farms at the time of the survey. There was not a great deal of difference in the pattern of farm experience between Bord na Mona and ESB workers.

The second part of the table, which gives the size of farms operated, shows that 35 per cent of operators worked on farms of less than 15 acres, about 26 per cent operated on 15 - 30 acre farms, 21 per cent on 30 - 50 acre farms, and 17.5 per cent on farms of 50 acres and over.

The third section of the table shows that even though a high proportion of the sample do not operate farms now, about 70 per cent had experience of farming at some time. This proportion includes 20 per cent who had experience of working cutaway bog. Details of the type of farm experience are given in the fourth section of the table which shows that in addition to the 16 per cent at present engaged in farming on a part-time basis either as owners, renters or helpers, two per cent owned a farm in the past, and 14 per cent were reared on farms. An additional 37 per cent did holiday work on farms or helped on relatives' farms. Only 30 per cent had no farm experience whatever.

The type of farming carried on by those who operate or assist in operating farms is given in Table A.16. This table shows that about 21 per cent of the farms had more than four milch cows, 46 per cent had three cows or less, and about 28 per cent did not have any cows. Three respondents did not answer this question, nor any of the other questions in the table. Practically all the respondents said they had some dry cattle, only two saying there were none on their farms. About 26 per cent of the farms had four acres of tillage or over, 40 per cent had three acres or less, and 28 per cent had no tillage. Questions were also asked about sheep and pigs on the farms. Very few farms had any of these animals and so the numbers are not tabulated here.

#### Opinions as to best use for cutaway bog

Opinions as to the best use for cutaway bog and the number of acres required to make an economic holding are given in Table A.17. The first part of this table shows that 49 per cent of the sample thought that root and vegetable crops would be the use to which the cutaway bog was best suited. This opinion was fairly uniform among all the occupation groups. Only 11 per cent thought dairying and 17 per cent thought that dry cattle rearing would be most suitable. About 9 per cent thought that grassmeal production would be best while 7 per cent were in favour of mixed farming and 6 per cent opted for forestry. Very few workers favoured grain growing or sheep farming.

Opinions varied widely as to the number of acres of cutaway bog required to make an economic holding. Most (54 per cent) thought that 50 - 100 acres would suffice but about one-fifth thought that 100 - 200 acres would be required. About 4 per cent thought that 200 acres or over would be required. Another 4 per cent thought that less than 30 acres would do while 14 per cent were of opinion that 30 - 50 acres would constitute an economic holding.

When employees were questioned as to what Bord na Mona should do with the cutaway bog, the answers were as follows. About 49 per cent suggested that Bord na Mona should farm it themselves, 21 per cent thought that it should be farmed on a co-operative basis by Bord na Mona or ESB employees, 15 per cent thought it should be divided into farm units and sold or let on long lease to Bord na Mona or ESB employees while 6 per cent thought that its best use would be in commercial forestry. Only 3 per cent thought it should be divided into farm units and sold on the open market while 6 per cent were in favour of dividing it among local farmers.

There was some difference of opinion between Bord na Mona and ESB employees as to the way the cutaway bog should be disposed of. The majority of Bord na Mona employees (55 per cent) were in favour of having it farmed by Bord na Mona while only 22 per cent of ESB workers were in favour of this option. On the other hand, 22 per cent of ESB employees favoured selling or leasing the land to local farmers while only 3 per cent of Bord na Mona workers thought this a good idea. Farming on a co-operative basis by Bord na Mona or ESB employees was favoured by 31 per cent of ESB workers compared with 19 per cent of Bord na Mona employees.

Because many of the respondents had no experience of farming, the average results in Table A.17 must be taken with a certain amount of caution. Accordingly, we have classified the results on the basis of farming experience in order to see if significantly different answers were obtained from people with different levels of such experience. These results are given in Table A.18. As can be seen from this table there was some difference of opinion as to the best use for the cutaway bog between those farming now and the other groups. For instance, only about one-third of the former favoured root crops as against over half of the latter. Also

more than one-sixth of those farming now thought that grassmeal production would be best whereas less than one-eleventh of each of the other groups held this view.

With regard to the number of acres required to make an economic holding, there was little difference of opinion between those with different types of farm experience. Most thought that an economic unit should be in the 50 - 100 acre range.

When it came to opinions as to who should farm the cutaway bog there were substantial differences of opinion among the different groups. One-third of those farming now were in favour of dividing the bog into farm units and selling or leasing to Bord na Mona or ESB employees, less than half this proportion of the other groups were of the same opinion. On the other hand only about 30 per cent of those farming now favoured a Bord na Mona operated farm compared with about 50 per cent of the other groups.

#### Options regarding farming of cutaway bog

Having determined their views as to what Bord na Mona should do with the cutaway bog respondents were asked to comment in detail on certain suggested options with regard to the farming of the cutaway bog. The responses to these questions are given below.

#### Option A: Bord na Mona farming the cutaway bog

Views regarding this option, classified by occupation, are given in Table A.19. As can be seen from this table, 87 per cent thought that it would be either a good or very good idea for Bord na Mona to farm the bog though the Bord na Mona employees were somewhat more enthusiastic than

the ESB workers. The proportion in favour of Bord na Mona farming the bog was fairly constant among all the occupation groups. Less than 10 per cent of any of the groups thought that it would be a bad or very bad idea for Bord na Mona to farm the land.

When asked about the number of persons who could be employed on a Bord na Mona farm embracing the whole Clonsast bog area, 22 per cent said that less than 100 would be employed, 26 per cent said that between 100 and 200 could be utilised, 17 per cent suggested between 200 and 300 workers, while 34 per cent felt that over 300 people could be utilised.

When asked if they themselves would work on a Bord na Mona farm 67 per cent said they would, but this proportion varied considerably among the different groups. Only 14 per cent of the skilled workers said they would work on a Bord na Mona farm while almost 90 per cent of the semi-skilled and unskilled workers said they would work on such a farm. Many of the workers specified however that they would expect to do similar type work on the farm to what they were doing now. Thus clerical workers would expect to be involved in the administrative side of the business, supervisors would expect to continue in supervisory capacities and semi-skilled workers as machine drivers. The skilled workers on the other hand could not see many opportunities for their talents on a farm and so many of them said they would prefer to work elsewhere.

When the answers to the questions in Table A.19 are classified by experience of farming in Table A.20 it can be seen that the proportions are fairly constant across each row with one notable exception. Only 46 per cent of those with no farm experience said they would work on a Bord na Mona farm compared with over 70 per cent of all the other groups.

Option B

In the second option respondents were asked to state what would happen if the cutaway bog were subdivided and sold or rented to local farmers. The replies classified by occupation are given in Table A.21 and by experience of farming in Table A.22. Table A.21 shows that 61 per cent thought it would be bad or very bad to sell or rent the cutaway bog to local farmers while only 28 per cent thought it would be good or very good to do so. This result seems to be somewhat at variance with that in Table A.19 but this is not necessarily so. The alternatives here are not exactly the same as those in the other table and therefore the results are bound to be somewhat different.

The second part of Table A.21 gives reasons why respondents think local farmers would not use cutaway bog well. As can be seen 18 per cent thought that the locals were not using their own holdings well and therefore could not be expected to do otherwise with cutaway bog. Another 12 per cent thought that local farmers lacked training, 27 per cent thought they lacked capital equipment. On the other hand, 39 per cent thought that the locals would use the land well. The people who most favoured the latter idea were the unskilled workers, almost 60 per cent of whom were of this opinion. A similar proportion of ESB workers thought that local farmers would use the land properly compared with only 34 per cent of the Bord na Mona employees.

When the data were classified by farming experience it was found that only 44 per cent of those farming now thought it would be a bad or very bad idea to subdivide the cutaway bog among local farmers compared with over 60 per cent for all the other groups. About half those farming now also thought that local farmers would farm the land well compared with a much lower percentage for all the other groups.

Under option B also, employees were asked if they would be prepared to become full time farmers on cutaway bog in the event of their losing their present jobs. Those answering yes to this question were also asked how their wives and families would feel about farming the cutaway bog, and whether they themselves would be prepared to accept training in farming techniques. Those who would not become full time farmers were asked to state the reasons for this. The answers to these questions, classified by occupation are given in Table A.23 and experience of farming in Table A.24.

As can be seen from Table A.23 about 60 per cent of the respondents said that they would be prepared to become full time farmers on cutaway bog. There was no difference between Bord na Mona and ESB employees on this question. The percentage varied however among the different occupation groups. Over 70 per cent of the semi-skilled and unskilled workers said they would become full time farmers but only 28 per cent of the skilled manual workers were prepared to accept this option.

When asked how wife and family would feel about respondent becoming a full time farmer, 19 per cent said they would like it a lot, 41 per cent said they would not mind, 10 per cent said their families would dislike it and 28 per cent said the question did not apply as they were unmarried. The highest proportions of those whose families would dislike farming were among the non-manual and skilled workers' groups. With regard to training in techniques for the farming of cutaway bog, 93 per cent of those who would be prepared to farm the bog said they would take such training. This proportion was fairly constant among the various occupational groups and sub-groups.

The reasons why some employees would not become full time farmers were as follows:- 17 per cent said they were skilled at their own work and preferred this

work to farming, 40 per cent said they disliked farming, 21 per cent said they were too old and 20 per cent gave various other reasons.

Classification of the above questions by experience of farming did not reveal anything very significant except that those with no farm experience would be least willing to become full time farmers on cutaway bog, while very high proportions of those with farm experience of various kinds would be willing to become full time farmers.

#### Price per acre for cutaway bog

Those who said they would be prepared to become full time farmers on cutaway bog were asked to state the amounts per acre they would be prepared to pay, either to purchase or rent the land. The answers classified by occupation and by experience of farming are given in Tables A.25 and A.26 respectively. Table A.25 shows that 18 per cent of those responding to the question on purchase price said they would pay no more than £50 per acre for the land. On the other hand 28 per cent said they would be prepared to pay over £300 per acre for it. There was little difference between Bord na Mona and ESB employees in this regard. The average price which all respondents said they would be prepared to pay for cutaway bog was £205 per acre. With regard to renting, 29 per cent said they would pay a rental of no more than £10 per acre for cutaway bog while only 12 per cent were prepared to pay more than £50 per acre rental. The average rental price which all respondents said they would be prepared to pay was £33 per acre.

When we look at Table A.26 however, we find that those with farming experience would be prepared to pay more to purchase the land than those with no experience. Less than 30 per cent of the latter would pay more than £150 per acre compared with almost 40 per cent of the former. A fairly high proportion of those with no farming experience however did not know what price they should pay.

Outright sale or leasing of cutaway bog

Employees were asked, "If the land were being sub-divided would you prefer to see it sold outright or rented on a long lease." They were also asked to give reasons for their answers. The answers to these questions classified by occupation are given in Table A.27.

This table shows that only 24 per cent of the sample were in favour of selling the land outright with about 70 per cent in favour of leasing. There was little difference in these proportions among the different occupations or between Bord na Mona and ESB workers. The main reasons given by those who favoured selling the land were that: (1) operator should have long-term control; (2) Bord na Mona should get a capital sum immediately; and (3) private owner would make better use of land.

Those who favoured long-term leasing gave the following reasons for their choice: (1) Bord na Mona should retain some control of land; (2) land should not be given permanently to private people; and (3) renters have more incentive than owners to use land well.

Other options

The workers were asked a number of questions about what they would do if they failed to get a job with their present employers when the bog was cut out. The answers to these questions classified by occupation are given in Table A.28. This table shows that 70 per cent of the workers said they would take retraining for a different job if necessary with about 30 per cent saying they would not take such training. Most of the latter felt they would be retired by the time the bog was cut out. The proportions agreeing to retraining were very much the same among

all the sub-groups except the skilled manual workers. Only 53 per cent of these said they would take retraining. Most of the remainder felt that they would be able to get jobs elsewhere at their own trade.

Asked if they would take a factory job when the turf production ceased, over 70 per cent said they would. The exceptions here again were the skilled workers. Only 60 per cent of these said they would take factory work. The main reasons given for not being prepared to take factory work by those concerned were that they disliked indoor work and repetition, though a high proportion could not give any clear reason as to why they would not work in a factory.

Questioned as to what Bord na Mona or ESB might do for the area, other than provide work in the cutaway bog, 37 per cent said they should provide retraining, 6 per cent said they should pay gratuities, 5 per cent said they should provide jobs elsewhere, 16 per cent said Bord na Mona should set up a factory in its workshop and 36 per cent had no definite suggestion to make.

#### Other questions

Employees were asked to suggest other industries that might be set up in the Clonsast area as Bord na Mona and ESB wound down their operations. The replies to this question and the reason why the area would be suitable for the industries suggested are given in Table A.29. As can be seen from the first part of this table, about one-fifth of the workers thought that a grassmeal factory would be suitable, another one-fifth suggested meat processing, a further one-fifth thought that vegetable processing would be best, one-eighth suggested light engineering, one-sixth suggested various other industries and one-tenth said they did not know what industry would be suitable. The second part of Table A.29 shows that raw material availability was considered the main reason for the industries suggested

while the second important reason was the availability of labour and skills. It is obvious that when replying to these questions many of the workers were thinking in terms of either grass, beef or vegetables being produced on the cutaway bog and processed in a local factory. Others had in mind the skilled workers already employed and thought in terms of utilising these skills in a local industry.

The amount of employment which employees thought the different industries would give is shown in Table A.30. As can be seen from this table, 7.4 per cent thought that less than 100 people could be employed in all the industries mentioned, but 39 per cent thought that a total of over 300 could be employed. The latter were probably thinking not alone of the numbers employed directly in the factory but also of those who might be engaged in producing raw materials like grass, beef or vegetables.

Table A. 1: Employees in the sample classified by occupation, employing organisation, age and whether full time, part-time or seasonal.

	Occupation (BnM and ESB combined)						Sub-group totals	
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB
	%	%	%	%	%	No.	%	%
<u>Employing organisation</u>								
Bord na Mona	13.7	21.2	38.7	26.4	100.-	292	-	-
ESB	16.9	32.3	10.2	40.7	100.-	59	-	-
All workers	14.2	23.1	33.9	28.8	100.-	351	83.2	16.8
<u>Age groups</u>								
15 - 19	2.0	16.0	0.0	10.9	7.1	25	8.6	0.0
20 - 29	16.0	43.2	14.3	16.8	21.9	77	22.9	16.9
30 - 39	14.0	17.3	19.3	19.8	18.2	64	14.7	35.6
40 - 49	22.0	11.1	27.7	21.8	21.4	75	20.9	23.7
50 - 54	20.0	1.2	19.3	12.9	13.4	47	13.4	13.6
55 and over	26.0	11.1	19.3	17.8	17.9	63	19.5	10.2
Total	100.-	100.-	100.-	100.-	100.-	351	100.-	100.-
<u>Full time, part-time or seasonal</u>								
Full time	100.-	97.5	81.5	65.3	83.2	292	80.1	98.3
Part-time	0.0	1.2	3.4	3.0	2.3	8	2.4	0.0
Seasonal	0.0	1.2	15.1	31.7	14.5	51	17.5	1.7
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-
Total	(Number)	50	81	119	101	-	292	59
Bord na Mona		40	62	113	77	-	292	-
ESB		10	19	6	24	-	59	-

Table A. 2: Employees in the sample classified by occupation, marital status and relationship to head of household.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Un-skilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Marital status</u>									
Single	18.0	44.4	25.2	46.5	34.8	122	38.4	16.9	
Married	80.0	55.6	74.8	51.5	64.4	226	60.9	81.4	
Widowed	2.0	0.0	0.0	2.0	0.9	3	0.7	1.7	
Total	100.-	100.-	100.-	100.-	100.-	351	100.-	100.-	
<u>Relationship to head of household</u>									
Head	88.0	55.6	83.2	61.4	71.2	250	68.5	84.7	
Son/daughter	8.0	43.2	10.9	31.7	23.9	84	26.4	11.9	
Other relation	2.0	1.2	5.0	5.0	3.7	13	4.1	1.7	
Not related	2.0	0.0	0.8	2.0	1.1	4	1.0	1.7	
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-	
Total	(Number)	50	81	119	101	-	351	292	59

Table A.3: Employees in the sample classified by occupation, dependency of household on respondent's income and average size and age distribution of households including respondent.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Un-skilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Is household mainly dependent on respondent's income?</u>									
Yes	82.0	49.4	79.0	58.4	66.7	234	63.7	81.4	
No	18.0	50.6	21.0	41.6	33.3	117	36.3	18.6	
Total	100.-	100.-	100.-	100.-	100.-	351	100.-	100.-	
<u>Percentage persons in different age groups in dependent households.*</u>									
Years									
0 - 4	7.5	14.0	10.2	11.0	10.5	114	9.5	13.7	
5 - 14	24.4	28.1	31.9	23.2	27.9	304	26.7	31.9	
15 - 19	17.4	5.8	13.2	12.2	12.6	137	13.2	10.6	
20 - 49	33.3	41.5	30.9	33.3	33.5	365	33.1	35.0	
50 - 64	16.9	9.9	12.6	17.5	14.1	153	15.9	8.4	
65 and over	0.5	0.6	1.3	2.8	1.4	15	1.7	0.4	
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-	
Total (persons)	(Number)	201	171	470	246	-	1,088	825	263
Dependent households	(Number)	41	40	94	59	-	234	186	48
Average household size		4.9	4.3	5.0	4.2	-	4.6	4.4	5.5

\* Including respondent.

Table A. 4: Employees in the sample classified by occupation, age on completion of full time education and type of school attended.

	Occupation (BnM and ESB combined)						Sub-group totals	
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB
	%	%	%	%	%	No.	%	%
<u>Age on completion of full time education</u>								
<u>Years</u>								
≤13	2.0	0.0	2.5	2.0	1.7	6	1.7	1.7
14	10.0	6.2	66.4	50.5	39.9	140	43.8	20.3
15	18.0	13.6	18.5	14.9	16.2	57	16.8	13.6
16	10.0	33.3	5.0	18.8	16.2	57	14.4	25.5
17	16.0	33.3	4.2	9.9	14.2	50	14.0	15.3
18 and over	44.0	13.6	1.7	4.0	11.1	34	8.6	23.7
Don't know/no reply	0.0	0.0	1.7	0.0	0.6	2	0.7	0.0
<b>Total</b>	<b>100.-</b>	<b>100.-</b>	<b>100.-</b>	<b>100.-</b>	<b>100.-</b>	<b>351</b>	<b>100.-</b>	<b>100.-</b>
<u>Type of school attended</u>								
Primary	12.0	7.4	83.2	68.3	51.3	180	53.8	39.0
Secondary	50.0	33.3	5.9	10.9	19.9	70	17.5	32.2
Vocational	30.0	58.0	7.7	17.8	25.4	89	24.7	28.8
University	6.0	0.0	0.8	0.0	1.1	4	1.4	0.0
Other/don't know/no reply	2.0	1.2	2.5	3.0	2.3	8	2.7	0.0
<b>Total (Percentage)</b>	<b>100.-</b>	<b>100.-</b>	<b>100.-</b>	<b>100.-</b>	<b>100.-</b>	<b>-</b>	<b>100.-</b>	<b>100.-</b>
<b>Total (Number)</b>	<b>50</b>	<b>81</b>	<b>119</b>	<b>101</b>	<b>-</b>	<b>351</b>	<b>292</b>	<b>59</b>

Table A.5: Employees in the sample classified by age at present and by type of school attended.

Type of school	Age group (Bord na Mona and ESB combined)						Total	
	15-19	20-29	30-39	40-49	50-54	55 and over	%	No.
	%	%	%	%	%	%	%	No.
Primary	4.0	20.8	51.6	70.7	68.1	71.4	51.3	180
Secondary	44.0	18.2	23.4	16.0	21.3	12.7	19.9	70
Vocational	48.0	55.8	25.0	8.0	8.5	12.7	25.4	89
University	0.0	3.9	0.0	0.0	2.1	0.0	1.1	4
Other/Don't know/No reply	4.0	1.3	0.0	5.3	0.0	3.2	2.3	8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	-
Numbers	25	77	64	75	47	63	-	351

Table A.6: Employees in the sample classified by occupation and attendance at evening classes.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non- manual	Skilled manual	Semi- skilled	Un- skilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Attendance at evening classes</u>									
Yes	46.0	27.2	6.7	7.9	17.4	61	14.0	33.9	
No	54.0	72.8	93.3	92.1	82.6	290	86.0	66.1	
Total	100.-	100.-	100.-	100.-	100.-	-	100.-	100.-	
<u>Type of classes attended</u>									
Carpentry and woodwork	6.0	2.5	3.4	3.0	3.4	12	3.7	1.7	
Commercial subjects	12.0	0.0	0.0	1.0	2.0	7	1.7	3.4	
Engineering	6.0	6.2	0.0	1.0	2.6	9	2.1	5.1	
Metal work/fitting	0.0	7.4	0.0	0.0	1.7	6	1.4	3.4	
Languages	6.0	0.0	0.0	0.0	0.9	3	0.7	1.7	
More than one above	8.0	8.6	0.0	2.0	3.7	13	2.4	10.2	
Other	8.0	2.5	3.4	1.0	3.1	11	2.1	8.5	
None	54.0	72.8	93.3	92.0	82.6	290	86.0	66.1	
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-	
Total	(Number)	50	81	119	101	-	351	292	59

Table A.7: Employees in the sample by occupation and by type of apprenticeship served.

<u>Type of apprenticeship</u>	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
Welding/fitting	18.0	70.4	2.5	2.0	20.2	71	21.6	13.6	
Electrician	4.0	16.0	0.0	0.0	4.3	15	2.1	15.3	
Carpenter	2.0	3.7	2.5	0.0	2.0	7	2.1	1.7	
Other	4.0	4.9	1.7	5.0	3.7	13	1.4	15.3	
None	72.0	4.9	93.3	93.1	69.8	245	72.9	54.2	
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-	
Total	(Number)	50	81	119	101	-	351	292	59



Table A.9: Employees in the sample classified by occupation, location of previous employment and by previous other job.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Location of previous employment</u>									
Clonsast area only	14.0	11.1	25.2	27.7	21.1	74	16.1	45.7	
Dublin only	6.0	1.2	2.5	4.0	3.1	11	2.7	5.1	
Rest of Ireland only	30.0	16.0	29.4	29.7	26.5	93	28.4	16.9	
Abroad only	2.0	2.5	7.6	5.0	4.8	17	4.5	6.8	
Dublin and rest of Ireland	4.0	3.7	0.8	3.0	2.6	9	1.7	6.8	
Rest of Ireland and abroad	6.0	8.6	3.4	11.9	7.4	26	8.2	3.4	
None	38.0	56.8	31.1	18.8	34.5	121	38.4	15.3	
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>	
<u>Principal previous occupation</u>									
Non-manual	26.0	3.7	2.5	5.0	6.8	24	5.8	6.8	
Skilled manual	16.0	35.8	4.2	5.9	13.7	48	10.6	28.8	
Semi-skilled manual	6.0	2.5	9.2	6.9	6.6	23	6.2	8.5	
Unskilled manual	10.0	1.2	23.5	47.5	23.4	82	20.5	37.3	
Farm work	4.0	0.0	27.7	15.8	14.5	51	16.8	3.4	
No other job	38.0	56.8	31.1	18.8	34.5	121	38.7	13.6	
Don't know/no reply	0.0	0.0	1.7	0.0	5.7	2	0.3	1.7	
<b>Total</b>	<b>(Percentage)</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>	
<b>Total</b>	<b>(Number)</b>	<b>50</b>	<b>81</b>	<b>119</b>	<b>101</b>	<b>-</b>	<b>351</b>	<b>292</b>	<b>59</b>

Table A.10: Employees in the sample classified by occupation, whether full time or seasonal and distribution of weekly take home pay from different sources.

	All full time and part-time employees									Seasonal workers %
	Occupations (BnM and ESB combined)				Total		Sub-group totals			
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Percentage	Number	BnM	ESB		
	%	%	%	%	%	No.	%	%		
<u>Usual basic weekly take home pay. *</u>										
<u>£ per week</u>										
0 - 40	20.0	33.8	37.6	46.4	35.7	107	44.4	0.0	62.7	
41 - 60	44.0	51.3	56.4	49.3	51.3	154	49.8	57.6	31.4	
61 - 80	22.0	12.5	5.9	4.3	10.0	30	4.7	32.2	5.9	
81 and over	14.0	2.5	0.0	0.0	3.0	9	1.2	10.2	0.0	
Total	(Percentage)	100. -	100. -	100. -	100. -	-	100. -	100. -	100. -	
Total	(Number)	50	80	101	69	300	241	59	51	
<u>Usual take home pay including overtime for those on overtime. *</u>										
<u>£ per week</u>										
0 - 40	3.1	7.3	0.0	3.2	2.9	7	3.5	0.0	0.0	
41 - 60	25.0	20.0	30.5	39.7	29.8	73	36.5	0.0	41.3	
61 - 80	46.9	45.5	54.7	47.6	49.8	122	51.0	44.4	39.1	
81 and over	25.0	27.3	14.7	9.5	17.6	43	9.0	55.6	19.6	
Total	(Percentage)	100. -	100. -	100. -	100. -	-	100. -	100. -	100. -	
Total earning overtime	(Number)	32	55	95	63	245	200	45	46	
Average number of weeks on overtime		20.5	12.4	23.5	16.4	18.8	20.7	10.7	12.9	
<u>Total weekly take home pay from all sources outside agriculture. †</u>										
<u>£ per week</u>										
0 - 40	10.0	30.0	10.0	20.3	17.7	53	22.0	0.0	92.0	
41 - 60	40.0	51.3	78.0	69.6	62.7	188	66.0	49.2	7.8	
61 - 80	32.0	12.5	12.0	8.7	14.7	44	10.4	32.2	0.0	
80 and over	18.0	6.3	0.0	1.4	5.0	15	1.7	18.6	0.0	
Total	(Percentage)	100. -	100. -	100. -	100. -	-	100. -	100. -	100. -	
Total	(Number)	50	80	101	69	300	241	59	51	

Notes: \* Averaged over number of weeks worked.

† Averaged over 52 weeks.

Table A. 11: Employees in the sample classified by occupation and by type of dwelling and by body from whom dwelling is being purchased or rented.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Ownership of dwelling</u>									
<u>Owned by:</u>									
Respondent	38.0	27.2	56.3	33.7	40.5	142	41.4	35.6	
Other member of household	16.0	35.8	14.3	33.7	25.1	88	26.7	16.9	
Being purchased by respondent	34.0	18.5	16.8	16.8	19.7	69	16.1	37.3	
Being purchased by other member of household	2.0	3.7	0.0	4.0	2.3	8	2.7	0.0	
Rented	10.0	14.8	12.6	11.9	12.5	44	13.0	10.2	
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>	
<u>Body selling or renting house</u>									
Bord na Mona/ESB	16.0	3.7	6.7	1.0	5.7	20	6.5	1.7	
County Council	14.0	16.0	18.5	27.7	19.9	70	18.2	28.8	
Private	12.0	7.4	3.4	1.0	4.8	17	5.1	3.4	
Other	4.0	9.9	0.8	3.0	4.0	14	2.1	13.6	
Dwelling already purchased	54.0	63.0	70.6	67.4	65.6	230	68.2	52.5	
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>	
	(Percentage)								
<b>Total</b>	<b>(Number)</b>	<b>50</b>	<b>81</b>	<b>119</b>	<b>101</b>	<b>-</b>	<b>351</b>	<b>292</b>	<b>59</b>

Table A.12: Employees in the sample classified by occupation, distance from work and mode of transport to work.

	Occupation (BnM and ESB combined)						Sub-group totals	
	Non- manual	Skilled manual	Semi- skilled	Un- skilled	Total		BnM	ESB
	%	%	%	%	%	No.	%	%
<u>Distance from work</u>								
<u>Miles</u>								
1 - 1.5	26.0	13.6	9.2	23.8	16.8	59	9.2	54.2
1.6 - 2.5	6.0	4.9	16.8	6.9	9.7	34	7.9	18.6
2.6 - 5.5	42.0	22.2	42.9	40.6	37.3	131	42.8	10.2
5.6 - 9.5	12.0	19.8	22.7	25.7	21.4	75	24.7	5.1
9.6 - 14.5	6.0	22.2	7.6	3.0	9.4	33	11.0	1.7
14.6 and over	8.0	17.3	0.8	0.0	5.4	19	4.5	10.2
Total	100.-	100.-	100.-	100.-	100.-	-	100.-	100.-
<u>Mode of transport</u>								
Walk/cycle	12.0	4.9	26.9	45.5	25.1	88	24.3	28.8
Motorcycle	10.0	7.4	22.7	17.8	16.0	56	18.8	1.7
Own car	64.0	70.4	48.7	27.7	49.9	175	46.2	67.8
Gets lift	10.0	17.3	1.7	8.9	8.5	30	10.3	0.0
Other	4.0	0.0	0.0	0.0	0.6	2	0.3	1.7
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-
Total	(Number)	50	81	119	101	-	351	292

Table A.13: Opinions of employees in the sample concerning various questions relating to present job.

Questions	Bord na Mona and ESB combined						Sub-group totals		
	Completely false	False on the whole	Indifferent /don't know	True on the whole	Completely true	Total		BnM	ESB
	%	%	%	%	%	%	No.	%	%
Travel to and from work is convenient.	3.7	3.1	1.4	14.8	76.9	100.-	351	292	59
The work is interesting.	7.1	14.2	10.3	27.1	41.3	100.-	351	292	59
The pay is good.	8.3	6.3	11.4	26.2	47.9	100.-	351	292	59
Chances of promotion are good.	45.3	27.1	11.1	9.4	7.1	100.-	351	292	59
I am given a chance to do the things I do best.	8.5	11.7	10.5	28.2	41.0	100.-	351	292	59
Its a good firm to work for.	2.3	1.4	4.3	26.2	65.8	100.-	351	292	59
The hours I work are convenient.	2.3	2.0	1.1	15.1	79.5	100.-	351	292	59
Only job I could get if I want to stay near home.	7.7	2.6	3.7	13.4	72.6	100.-	351	292	59
All things considered I am very happy with present job.	1.1	3.1	5.2	19.7	70.9	100.-	351	292	59

Index of job satisfaction\*.

Non-manual	Skilled manual	Semi-skilled manual	Un-skilled manual	Total	BnM	ESB
78.3	76.8	81.3	82.1	80.1	79.7	81.8

\* 100 = completely satisfied; 0 = completely dissatisfied.

Table A.14: Employees in the sample classified by occupation and views on how long jobs at Clonsast will last and intentions regarding their own future.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Number of years Clonsast will remain in operation</u>									
<u>Years</u>									
0 - 5	2.0	12.3	10.1	9.9	9.4	33	11.3	0.0	
5 - 9	24.0	33.3	36.1	39.6	34.8	122	36.6	25.4	
10 - 15	42.0	35.8	41.2	38.6	39.3	138	36.3	54.2	
15 - 19	12.0	7.4	6.7	7.9	8.0	28	6.5	15.3	
20 and over	18.0	9.9	5.0	4.0	7.7	27	8.2	5.1	
Don't know/no reply	2.0	1.2	0.8	0.0	0.9	3	1.0	0.0	
Total	100.-	100.-	100.-	100.-	100.-	-	100.-	100.-	
<u>Get employment with one of the following on closure of Clonsast</u>									
BnM/ESB at Clonsast/Portarlinton	32.0	17.3	55.5	34.7	37.3	131	41.0	18.6	
BnM/ESB elsewhere	16.0	34.6	4.2	13.9	15.7	55	11.6	35.6	
Outside BnM or ESB	6.0	24.7	6.7	15.8	13.4	47	14.4	8.5	
Set up own business	2.0	3.7	1.7	0.0	1.7	6	1.7	1.7	
Full time farmer	6.1	2.5	3.4	4.0	3.7	13	3.4	5.1	
Unemployed	0.0	1.2	4.2	7.9	4.0	14	4.1	3.4	
Retired	36.0	14.8	23.5	21.8	22.8	80	21.9	27.1	
Other	0.0	1.2	0.8	2.0	1.1	4	1.4	0.0	
Don't know/no reply	2.0	0.0	0.0	0.0	0.3	1	0.3	0.0	
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-	
Total	(Number)	50	81	119	101	-	351	292	59

Table A. 15: Employees in the sample classified by occupation, operation of farm, experience of farmwork and type of experience.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Un-skilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Type of farm operation</u>									
Owner/operator	4.0	4.9	15.1	6.9	8.8	31	8.6	10.2	
Rented	0.0	1.2	2.5	1.0	1.4	5	1.7	0.0	
Help on family farm	2.0	9.9	5.9	5.0	6.0	21	6.8	1.7	
Do not operate farm	94.0	84.0	76.5	87.1	83.8	294	82.9	88.1	
Total	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -	
<u>Size of farm operated by employees</u>									
<u>Number of acres</u>									
0 - 15	33.3	23.1	39.3	38.5	35.1	20	32.0	57.1	
15 - 30	66.7	7.7	35.7	15.4	26.3	15	28.0	14.3	
30 - 50	0.0	38.5	10.7	30.8	21.1	12	20.0	28.6	
50 and over	0.0	30.8	14.3	15.4	17.5	10	20.0	0.0	
Total	(Percentage)	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Total	(Number)	3	13	28	13	-	57	50	7
<u>Experience of farming</u>									
(1) worked cutaway bog	20.0	12.3	27.7	16.8	19.9	70	21.6	11.9	
(2) other farmwork	42.0	35.8	61.4	51.5	49.9	175	52.7	35.6	
Total (1) + (2)	62.0	48.1	89.1	68.3	69.8	245	74.3	47.5	
No experience	38.0	51.9	10.9	31.7	30.2	106	25.7	52.5	
Total	(Percentage)	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Total	(Number)	50	81	119	101	-	351	292	59
Number with farm experience	31	39	106	69	-	245	217	28	
<u>Type of farm experience</u>									
Farming at present	6.0	16.0	23.5	12.9	16.2	57	17.1	11.9	
Owned farm in past	0.0	0.0	5.0	1.0	2.0	7	2.4	0.0	
Reared on farm	36.0	9.9	10.9	10.0	14.0	49	15.4	6.8	
Holiday work	8.0	12.3	1.7	5.0	6.0	21	4.5	13.6	
Worked on farm for relatives etc.	12.0	8.6	46.2	38.6	30.5	107	33.6	15.3	
None	38.0	51.9	10.9	31.7	30.2	106	25.7	52.5	
Don't know/no reply	0.0	1.2	1.7	1.0	1.1	4	1.4	0.0	
Total	(Percentage)	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Total	(Number)	50	81	119	101	-	351	292	59

Table A.16: Employees in the sample who operate farms classified by occupation, number of livestock and acres

of tillage on farms

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Number of milch cows</u>									
None	33.3	38.5	28.6	15.4	28.1	16	22.0	71.4	
1 - 3	66.7	30.8	46.4	53.8	45.6	26	48.0	28.6	
4 and over	0.0	15.4	21.4	30.8	21.1	12	24.0	0.0	
Don't know/no reply	0.0	15.4	3.6	0.0	5.3	3	6.0	0.0	
Total	100.-	100.-	100.-	100.-	100.-	-	100.-	100.-	
<u>Number of dry cattle</u>									
None	0.0	15.4	0.0	0.0	3.5	2	2.0	14.3	
0 - 9	66.7	23.1	46.4	46.2	42.1	24	42.0	42.9	
10 and over	33.3	46.2	50.0	53.8	49.1	28	50.0	42.9	
Don't know/no reply	0.0	15.4	3.6	0.0	5.3	3	6.0	0.0	
Total	100.-	100.-	100.-	100.-	100.-	-	100.-	100.-	
<u>Number of acres of tillage</u>									
None	0.0	23.1	25.0	46.0	28.1	16	28.0	28.6	
0 - 3	0.0	30.8	50.0	38.5	40.4	23	40.0	42.9	
4 and over	100.-	30.8	21.4	15.4	26.3	15	26.0	28.6	
Don't know/no reply	0.0	15.4	3.6	0.0	5.3	3	6.0	0.0	
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-	
Total	(Number)	3	13	28	13	-	57	50	7

Table A. 17: Employees in the sample classified by occupation, their view on the best use for the cutaway bog and by the number of acres of cutaway bog required to make an economic holding.

	Occupation (BnM and ESB combined)						Sub-group totals	
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB
	%	%	%	%	%	No.	%	%
<u>Best use for cutaway bog</u>								
Root crops	48.0	51.9	51.3	44.6	49.0	172	48.3	52.5
Dairying	14.0	7.4	9.2	12.9	10.5	37	11.0	8.5
Dry cattle	18.0	19.8	15.1	14.9	16.5	58	15.8	20.3
Grain	2.0	1.2	2.5	2.0	2.0	7	2.4	0.0
Sheep	0.0	1.2	1.7	0.0	0.9	3	1.0	0.0
Grassmeal	6.0	4.9	8.4	12.9	8.5	30	9.2	5.1
Mixed farming	6.0	4.9	7.6	7.9	6.8	24	6.5	8.5
Forestry	6.0	8.0	4.2	5.0	5.7	20	5.8	5.1
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>
<u>Number of acres of cutaway bog required to make an economic holding</u>								
30 or under	6.0	1.2	2.5	5.9	3.7	13	3.8	3.4
30 - 50	20.0	9.9	10.1	17.8	13.7	48	12.7	18.6
50 - 100	44.0	55.6	58.0	53.5	54.1	190	53.8	55.9
100 - 200	24.0	22.2	27.7	16.8	22.8	80	24.0	16.9
200 and over	2.0	7.4	1.7	5.0	4.0	14	4.5	1.7
Don't know/no reply	4.0	3.7	0.0	1.0	1.7	6	1.4	3.4
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>
<u>What Bord na Mona should do with cutaway bog</u>								
Divide into farm units and sell or rent on long lease on open market.	2.0	3.7	3.4	3.0	3.1	11	3.1	3.4
Divide into farm units and sell/rent on long lease to Bord na Mona or ESB employees.	10.0	13.6	16.0	16.8	14.8	52	14.0	18.6
Divide into suitable lots and sold or rented on long lease to local farmers.	4.0	7.4	4.2	8.9	6.3	22	3.1	22.0
Farm on a co-operative basis by groups of Bord na Mona and ESB employees.	26.0	21.0	18.5	19.8	20.5	72	18.5	30.5
Farm by Bord na Mona.	54.0	42.0	56.3	43.6	49.0	172	54.5	22.0
Plant with commercial forestry.	4.0	12.3	1.7	7.9	6.3	22	6.8	3.4
<b>Total (Percentage)</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>
<b>Total (Number)</b>	<b>50</b>	<b>81</b>	<b>119</b>	<b>101</b>	<b>-</b>	<b>351</b>	<b>292</b>	<b>59</b>

Table A. 18: Employees in the sample classified by experience of farming, best use for cutaway bog, size of farm needed to make up a viable holding and what Bord na Mona should do with the cutaway bog.

	Experience of Farming (BnM and ESB combined)							Sub-group totals	
	Farming now	Farming in the past	Total (1)+(2)	Farming cutaway bog	No farm experience	Total (3) + (5)		BnM	ESB
	(1) %	(2) %	(3) %	(4) %	(5) %	(3) %	(5) No.	(3) %	(5) %
<u>Best use for cutaway bog</u>									
Root crops	35.1	51.1	47.3	52.2	52.8	49.0	172	48.3	52.5
Dairying	12.3	11.7	11.8	10.4	7.5	10.5	37	11.0	8.5
Dry cattle	21.1	16.5	17.6	22.4	14.2	16.5	58	15.8	20.3
Grain	1.8	2.7	2.4	0.0	0.9	2.0	7	2.4	0.0
Sheep	3.5	0.0	0.8	3.0	0.9	0.9	3	1.0	0.0
Grassmeal	17.5	7.4	9.8	9.0	5.7	8.5	30	9.2	5.1
Mixed farming	5.3	7.4	6.9	1.5	6.6	6.8	24	6.5	8.5
Forestry	3.5	3.2	3.3	1.5	11.3	5.7	20	5.8	5.1
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>
<u>Number of acres of cutaway bog required to make an economic holding</u>									
30 or under	1.8	3.7	3.3	0.0	4.7	3.7	13	3.8	3.4
30 - 50	10.5	13.3	12.7	10.4	16.0	13.7	48	12.7	18.6
50 - 100	52.6	53.7	53.5	56.7	55.7	54.1	190	53.8	55.9
100 - 200	26.3	24.5	24.9	28.4	17.9	22.8	80	24.0	16.9
200 and over	8.8	3.7	4.9	4.5	1.9	4.0	14	4.5	1.7
Don't know/no reply	0.0	1.1	0.8	0.0	3.8	1.7	6	1.4	3.4
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>
<u>What Bord na Mona should do with cutaway bog</u>									
Divide into farm units and sell/rent on open market.	5.3	3.2	3.7	6.0	1.9	3.1	11	3.1	3.4
Divide into farm units and sell/rent to BnM employees.	31.6	12.2	16.7	13.4	10.4	14.8	52	14.0	18.6
Divide into suitable lots and sell/rent to local farmers.	15.8	3.7	6.5	10.4	5.7	6.3	22	3.1	22.0
Farm on co-op basis by groups of BnM/ESB employees.	17.5	19.1	18.8	16.4	24.5	20.5	72	18.5	30.5
Farm by Bord na Mona.	29.8	55.9	49.8	53.7	47.2	49.0	172	54.5	22.0
Plant with commercial forestry.	0.0	5.9	4.5	0.0	10.4	6.3	22	6.8	3.4
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>
Numbers	57	188	245	67	106	-	351	292	59

Table A. 19: Employees in the sample classified by occupation, views regarding Bord na Mona farming cutaway bog, number of persons that would be employed on Bord na Mona farm and whether respondent would work on Bord na Mona Farm.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-number	Skilled number	Semi-skilled	Un-skilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Idea of Bord na Mona farming cutaway bog</u>									
Very good	58.0	42.0	53.8	41.6	48.1	169	50.0	39.0	
Good	34.0	39.5	36.1	45.5	39.3	138	39.0	40.7	
Undecided	4.0	9.9	1.7	5.9	5.1	18	4.1	10.2	
Bad	2.0	7.4	5.9	6.9	6.0	21	5.8	6.8	
Very bad	2.0	1.2	2.5	0.0	1.4	5	1.0	3.4	
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>	
<u>Number of persons that could be employed on cutaway farm</u>									
0 - 99	32.0	23.5	19.3	17.8	21.7	76	21.6	22.0	
100 - 199	26.0	27.2	21.8	29.7	25.9	91	25.3	28.8	
200 - 299	10.0	21.0	14.3	21.8	17.4	61	16.8	20.3	
300 and over	30.0	28.4	41.2	30.7	33.6	118	34.6	28.8	
Don't know/no reply	2.0	0.0	3.4	0.0	1.4	5	1.7	0.0	
<b>Total</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>	
<u>Would respondent work on Bord na Mona farm</u>									
Yes	60.0	13.6	89.1	87.1	67.0	235	69.9	52.5	
No	40.0	86.4	10.9	12.9	33.0	116	30.1	47.5	
<b>Total</b>	<b>(Percentage)</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>	
<b>Total</b>	<b>(Number)</b>	<b>50</b>	<b>81</b>	<b>119</b>	<b>101</b>	<b>-</b>	<b>351</b>	<b>292</b>	<b>59</b>

Table A. 20: Employees in the sample classified by farming experience, views regarding Bord na Mona farming cutaway bog, number of workers that would be employed on Bord na Mona farm and whether respondent would work on Bord na Mona farm.

	Experience of farming (BnM and ESB combined)							Sub-group totals	
	Farming now	Farming in the past	Total (1) + (2)	Farming cutaway bog	No farm experience	Total (3) + (5)		BnM	ESB
	(1)	(2)	(3)	(4)	(5)	%	No.	%	%
<u>Idea of Bord na Mona farming cutaway bog.</u>	%	%	%	%	%	%		%	%
Very good	43.9	55.9	53.1	61.2	36.8	48.1	169	50.0	39.0
Good	35.1	37.8	37.1	23.9	44.3	39.3	138	39.0	40.7
Undecided	8.8	3.2	4.5	7.5	6.6	5.1	18	4.1	10.2
Bad	12.3	2.1	4.5	6.0	9.4	6.0	21	5.8	6.8
Very bad	0.0	1.1	0.8	1.5	2.8	1.4	5	1.0	3.4
Total	100. -	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
<u>Number of workers who would be employed on Bord na Mona farm.</u>									
0 - 99	24.6	16.0	18.0	16.4	30.2	21.7	76	21.6	22.0
100 - 199	28.1	23.4	24.5	14.9	29.2	25.9	91	25.3	28.8
200 - 299	12.3	21.3	19.2	13.4	13.2	17.4	61	16.8	20.3
300 and over	31.5	37.8	36.3	52.2	27.4	33.6	118	34.6	28.8
Don't know/no reply	3.5	1.6	2.0	3.0	0.0	1.4	5	1.7	0.0
Total	100. -	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
<u>Whether respondent would work on Bord na Mona farm.</u>									
Yes	73.7	76.6	75.9	79.1	46.2	67.0	235	69.9	52.5
No	26.3	23.4	24.1	20.9	53.8	33.0	116	30.1	47.5
Total	100. -	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Numbers	57	188	245	67	106	-	351	292	59

Table A. 21: Employees in the sample classified by occupation, views on sub-division and reasons why local farmers might not use land well.

	Occupations (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Idea of sub-division for local farmers</u>									
Very good	2.0	4.9	1.7	4.0	3.1	11	2.4	6.8	
Good	20.0	30.9	17.6	29.7	24.5	86	21.6	39.0	
Undecided	10.0	11.1	16.0	6.9	11.4	40	11.6	10.2	
Bad	30.0	37.0	31.9	35.6	33.9	119	38.0	13.6	
Very bad	38.0	16.0	32.8	23.8	27.1	95	26.4	30.5	
Total	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -	
<u>Why would local farmers not use land well?</u>									
Do not utilise present holding properly	24.0	16.0	25.2	8.9	18.2	64	20.5	6.8	
Lack training	24.0	8.6	14.3	5.9	12.0	42	11.3	15.3	
Lack capital equipment	22.0	37.0	26.1	20.8	26.5	93	28.4	15.3	
Lack enterprise	0.0	2.5	0.8	1.0	1.1	4	1.0	1.7	
Other	4.0	2.5	0.8	4.0	2.6	9	3.1	1.7	
Don't know/no reply	2.0	1.2	1.7	0.0	1.1	4	1.4	0.0	
Would use land properly	24.0	32.1	31.1	59.4	38.5	135	34.2	59.3	
Total	(Percentage)	100. -	100. -	100. -	100. -	-	100. -	100. -	
Total	(Number)	50	81	119	101	-	351	292	59

Table A. 22: Employees in the sample classified by farming experience and views on sub-division for local farmers.

	Experience of farming (BnM and ESB combined)							Sub-group totals	
	Farming now	Farming in the past	Total (1) + (2)	Farming cutaway bog	No farm experience	Total (3) + (5)		BnM	ESB
	(1)	(2)	(3)	(4)	(5)	%	No.	%	%
	%	%	%	%	%	%		%	%
<u>Is idea of sub-division for local farmers good or bad?</u>									
Very good	7.0	1.1	2.4	0.0	4.7	3.1	11	2.4	6.8
Good	35.1	21.3	24.5	22.4	24.5	24.5	86	21.6	39.0
Undecided	14.0	11.7	12.2	13.4	9.4	11.4	40	11.6	10.2
Bad	26.3	33.5	31.8	34.3	38.7	33.9	119	38.0	13.6
Very bad	17.5	32.4	29.0	29.9	22.6	27.1	95	26.4	30.5
Total	100. -	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
<u>Why would local farmers not use land well?</u>									
Do not utilise present holding properly	17.5	20.7	20.0	23.9	14.2	18.2	64	20.5	6.8
Lack training	10.5	14.9	13.9	14.9	7.5	12.0	42	11.3	15.3
Lack capital equipment	19.3	25.0	23.7	23.9	33.0	26.5	93	28.4	15.3
Lack enterprise	0.0	1.1	0.8	1.5	1.9	1.1	4	1.0	1.7
Other	1.8	2.7	2.4	3.0	2.8	2.6	9	3.1	1.7
Don't know/no reply	1.8	1.6	1.6	1.5	0.0	1.1	4	1.4	0.0
Would use land properly	49.1	34.0	37.6	31.3	40.6	38.5	135	34.2	59.3
Total (Percentage)	100. -	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Total (Number)	57	188	245	67	106	-	351	292	59

Table A. 23: Employees in the sample classified by occupation and reaction to questions on they themselves farming cutaway bog.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Would you become a full-time farmer on cutaway bog?</u>									
Yes	56.0	28.4	74.8	70.3	60.0	211	59.9	61.0	
No	42.0	71.6	24.4	29.7	39.3	138	39.4	39.0	
Don't know/no reply *	2.0	0.0	0.8	0.0	0.6	2	0.7	0.0	
Total	(Percentage)	100. -	100. -	100. -	100. -	-	100. -	100. -	
Total	(Number)	50	81	119	101	-	351	292	59
<u>How family would feel about respondent becoming full-time farmer? *</u>									
Like it a lot	17.9	21.7	24.7	9.9	18.5	39	19.4	13.9	
Would not mind	50.0	34.8	43.8	36.6	41.2	87	37.1	61.1	
Dislike it	21.4	17.4	10.1	4.2	10.4	22	10.3	11.1	
Don't know/no reply	7.1	4.3	1.1	1.4	2.4	5	2.9	0.0	
Respondent is single	3.6	21.7	20.2	47.9	27.5	58	30.3	13.9	
Total		100. -	100. -	100. -	100. -	-	100. -	100. -	
<u>Would you be prepared to accept training in techniques of farming cutaway bog? *</u>									
Yes	96.4	87.0	93.3	93.0	92.9	196	89.1	100.0	
No	3.6	13.0	6.7	7.0	7.1	15	10.9	0.0	
Total	(Percentage)	100. -	100. -	100. -	100. -	-	100. -	100. -	
Total	(Number)	28	23	89	71	-	211	175	36
<u>Reasons why employees would not become full-time farmers. †</u>									
Is skilled and prefers own trade	14.3	32.8	3.4	0.0	16.7	23	15.6	21.7	
Dislikes farmwork	52.4	43.1	20.7	40.0	39.1	54	38.3	43.5	
Too old	19.0	8.6	51.7	16.7	21.0	29	22.6	13.0	
Other reason	14.3	12.1	24.1	36.7	20.3	28	20.0	21.7	
Don't know/no reply	0.0	3.4	0.0	6.7	2.9	4	3.5	0.0	
Total	(Percentage)	100. -	100. -	100. -	100. -	-	100. -	100. -	
Total	(Number)	21	58	29	30	-	138	115	23

Notes: \* Relates only to those who would be prepared to become full-time farmers.

† Relates only to those who would not become full-time farmers. Don't know's omitted.

Table A. 24: Employees in the sample classified by experience of farming and reaction to questions on they themselves farming cutaway bog.

		Experience of farming (BnM and ESB combined)					Sub-group totals			
		Farming now	Farming in the past	Total (1) + (2)	Farming cutaway bog	No farm experience	Total (3) + (5)		BnM	ESB
		(1)	(2)	(3)	(4)	(5)	%	No.	%	%
		%	%	%	%	%	%		%	%
<u>Would you become a full-time farmer on cutaway bog.</u>										
	Yes	75.4	66.0	68.2	71.6	41.5	60.1	211	59.9	61.0
	No	22.8	33.5	31.0	28.4	58.5	39.3	138	39.4	39.0
	Don't know/no reply	1.8	0.5	0.8	0.0	0.0	0.6	2	0.7	0.0
Total	(Percentage)	100. -	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Total	(Number)	57	188	145	67	106	-	351	292	59
<u>How family would feel if respondent became a full-time farmer. *</u>										
	Like it a lot	16.3	21.8	20.4	29.2	11.4	18.5	39	19.4	13.9
	Not mind	39.5	43.5	42.5	50.0	36.4	41.2	87	37.1	61.1
	Dislike	4.7	10.5	9.0	6.3	15.9	10.4	22	10.3	11.1
	Don't know/no reply	2.3	1.6	1.8	0.0	4.5	2.4	5	2.9	0.0
	Respondent is single	37.2	22.6	26.3	14.6	31.8	27.5	58	30.3	13.9
Total		100. -	100. -	100. -	100. -	100. -	100. -	211	100. -	100. -
<u>Would you be prepared to accept training in techniques of farming cutaway bog. *</u>										
	Yes	86.0	95.1	92.8	87.5	93.2	92.9	196	89.1	100.0
	No	14.0	4.8	7.2	12.5	6.8	7.1	15	10.9	0.0
Total	(Percentage)	100. -	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Total	(Number)	43	124	167	48	44	-	211	175	36
<u>Reasons why employees would not become full-time farmers. †</u>										
	Is skilled and prefers own trade.	23.1	7.9	10.5	5.3	24.2	16.7	23	15.6	21.7
	Dislikes farm work.	23.1	28.6	27.6	10.5	53.2	39.1	54	38.3	43.5
	Too old.	15.4	33.3	30.3	42.1	9.7	21.0	29	22.6	13.0
	Other reasons.	38.5	23.8	26.3	36.8	12.9	20.3	28	20.0	21.7
	Don't know/no reply	0.0	6.3	5.3	5.3	0.0	2.9	4	3.5	0.0
Total	(Percentage)	100. -	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Total	(Number)	13	63	76	19	62	-	138	115	23

Notes: \* Answers relate only to those who would be prepared to become full-time farmers.

† Answers relate only to those who would not be prepared to become full-time farmers. Don't knows omitted.

Table A. 25: Employees who said they would farm cutaway bog classified by occupations and by price they would pay to purchase and rent the bogland.

		Occupation (BnM and ESB combined)						Sub-group totals	
		Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB
		%	%	%	%	%	No.	%	%
<u>Highest price you would pay per acre for developed cutaway bog.</u>									
£									
0 - 50		17.9	8.7	13.5	26.8	18.0	38	17.7	19.4
50 - 150		14.3	26.1	46.1	40.8	37.9	80	40.0	27.8
150 - 300		7.1	8.7	7.9	7.0	7.6	16	6.9	11.1
300 and over		53.6	39.1	25.8	18.3	28.4	60	30.3	19.4
Don't know/no reply		7.1	17.4	6.7	7.0	8.1	17	5.1	22.2
Total	(Percentage)	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Average price	(£ per acre)	293	281	189	168	205	-	208	182
<u>Highest price you would pay per acre to rent an acre of developed cutaway bog.</u>									
£									
0 - 10		17.9	21.7	23.6	42.3	28.9	61	29.7	25.0
10 - 20		21.4	4.3	36.0	12.7	22.7	48	25.7	8.3
20 - 50		42.9	30.4	27.0	26.8	29.4	62	30.3	25.0
50 and over		10.7	26.1	11.2	9.9	12.3	26	8.6	30.6
Don't know/no reply		7.1	17.4	2.2	8.5	6.6	14	5.7	11.1
Total	(Percentage)	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Average price	(£ per acre)	40	53	30	28	33	-	30	50
Total	(Number)	28	23	89	71	-	211	175	36

Table A. 26: Employees in the sample who said they would farm cutaway bog classified by type of farm experience  
and by price they would pay to purchase and rent the bogland.

	Experience of farming (BnM and ESB combined)							Sub-group total	
	Farming now	Farming in the past	Total (1) + (2)	Farming cutaway bog	No farm experience	Total (3) + (5)		BnM	ESB
	(1)	(2)	(3)	(4)	(5)	%	No.	%	%
<u>Highest price you would pay</u>									
<u>per acre for cutaway</u>									
<u>developed bog.</u>									
£									
0 - 50	14.9	15.3	15.0	10.4	29.5	18.0	38	17.7	19.4
50 - 150	41.9	44.4	43.7	45.8	15.9	37.9	80	40.0	27.8
150 - 300	0.0	10.5	7.8	6.0	6.8	7.6	16	6.9	11.1
300 and over	34.9	28.2	29.9	35.4	22.7	28.4	60	30.3	19.4
Don't know/no reply	9.3	1.6	3.6	2.1	25.0	8.1	17	5.1	22.2
Total	(percentage)	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Average price	(£ per acre)	210	216	214	227	157	205	208	182
<u>Highest price you would pay to rent</u>									
<u>an acre of developed cutaway bog.</u>									
£									
0 - 10	23.3	29.0	27.5	29.2	34.1	28.9	61	29.7	25.0
10 - 20	18.6	24.2	22.8	20.8	22.7	22.7	48	25.7	8.3
20 - 50	41.9	33.1	35.3	35.4	6.8	29.4	62	30.3	25.0
50 and over	7.0	12.1	10.8	12.5	18.2	12.3	26	8.6	30.6
Don't know/no reply	9.3	1.6	3.6	2.1	18.2	6.6	14	5.7	11.1
Total	(percentage)	100. -	100. -	100. -	100. -	100. -	-	100. -	100. -
Average price	(£ per acre)	32	32	32	31	38	33	30	50
Total	(Number)	43	124	167	48	44	211	175	36

Table A. 27: Employees in sample classified by occupation and views regarding purchase or renting of cutaway bog.

		Occupation (BnM and ESB combined)						Sub-group totals	
		Non- manual	Skilled manual	Semi- skilled	Un- skilled	Total		BnM	ESB
		%	%	%	%	%	No.	%	%
<u>If bog is being sub-divided it should be:</u>									
Sold		34.0	34.6	17.6	23.8	24.2	85	24.0	25.4
Rented		68.0	60.5	76.5	69.3	69.5	244	68.5	74.6
Don't know		8.0	4.9	5.9	6.9	6.3	22	7.5	0.0
<b>Total</b>		<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>
		<u>Reasons why land should be sold or leased</u>							
<u>Prefers sale because:</u>									
Owner should have long-term control		10.0	11.1	2.5	5.0	6.3	22	5.5	10.2
BnM should get some return		2.0	0.0	0.0	0.0	0.3	1	0.3	0.0
Private owner would make better use		6.0	16.0	10.9	14.9	12.5	44	12.3	13.6
Other reason		2.0	5.1	3.5	3.9	3.6	13	4.5	0.0
<u>Prefers long lease arrangement</u>									
BnM should have some control		26.0	18.5	9.2	15.8	15.7	55	16.4	11.9
Land would not be given permanently		18.0	8.6	13.4	8.9	11.7	41	9.2	23.7
More incentive to use land properly		6.0	8.6	4.2	5.0	5.7	20	5.5	6.8
Other reason for preferring long lease		16.0	24.7	41.2	37.6	32.8	115	33.2	30.5
Don't know/no reply to either question		14.0	7.4	15.1	8.9	11.4	40	13.0	3.4
<b>Total</b>		<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>100. -</b>	<b>-</b>	<b>100. -</b>	<b>100. -</b>
<b>Total</b>		<b>(Number)</b>		<b>50</b>	<b>81</b>	<b>119</b>	<b>101</b>	<b>-</b>	<b>351</b>
								<b>292</b>	<b>59</b>

Table A, 28: Employees in the sample classified by occupation and other options if they fail to get a job with present employers when bogs are cutaway.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Unskilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>Would you take retraining for a different job?</u>									
Yes	70.0	53.1	74.8	76.2	69.5	244	69.9	67.8	
No	28.0	46.9	25.2	22.8	29.9	105	29.5	32.2	
Don't know/no reply	2.0	0.0	0.0	1.0	0.6	2	0.7	0.0	
Total	100.-	100.-	100.-	100.-	100.-	351	100.-	100.-	
<u>Would you take a factory job?</u>									
Yes	72.0	60.5	77.3	78.2	72.9	256	72.9	72.9	
No	28.0	39.5	22.7	21.8	27.1	95	27.1	27.1	
Total	100.-	100.-	100.-	100.-	100.-	351	100.-	100.-	
<u>Reasons why would not take a factory job:</u>									
Dislike indoor work	10.0	6.2	12.6	13.9	11.1	39	12.0	6.8	
Dislike repetition	2.0	9.9	1.7	1.0	3.4	12	3.8	1.7	
Don't know/no reply	16.0	23.5	8.4	6.9	12.5	44	11.3	18.6	
Would take factory job	72.0	60.5	77.3	78.2	72.9	256	72.9	72.9	
Total	100.-	100.-	100.-	100.-	100.-	351	100.-	100.-	
<u>What else could BnM/ESB do for workers?</u>									
Provide retraining	48.0	33.2	33.6	34.7	37.3	131	38.7	30.5	
Pay gratuity	8.0	2.5	8.4	5.0	6.0	21	6.8	1.7	
Provide jobs elsewhere	14.0	6.2	5.0	5.9	5.4	19	2.4	20.3	
Provide other jobs at Clonsast	12.0	22.2	13.4	14.9	15.7	55	16.4	11.9	
No reply/Don't know	18.0	35.8	39.5	39.6	35.7	125	35.6	35.6	
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-	
Total	(Number)	50	81	119	101	-	351	292	59

Table A. 29: Employees in the sample classified by occupation, what new industries could be set up in Clonsast and reason why the area would be suitable for these industries.

	Occupation (BnM and ESB combined)						Sub-group totals		
	Non-manual	Skilled manual	Semi-skilled	Un-skilled	Total		BnM	ESB	
	%	%	%	%	%	No.	%	%	
<u>New industries that could be set up in Clonsast</u>									
Grassmeal factory	14.0	14.8	29.4	21.8	21.7	76	25.0	5.1	
Meat processing	18.0	13.6	24.4	17.8	19.1	67	19.9	15.3	
Vegetable processing	28.0	22.2	14.3	25.7	21.4	75	18.8	33.9	
Light engineering (repairs)	14.0	25.9	5.9	7.9	12.3	43	10.3	22.0	
Other	12.0	13.6	16.8	18.8	16.0	56	15.8	16.9	
Don't know/no reply	14.0	9.9	9.2	7.9	9.7	34	10.3	6.8	
Total	100.-	100.-	100.-	100.-	100.-	-	100.-	100.-	
<u>Reason why the area is suitable for these industries</u>									
Raw materials at hand	60.0	50.6	60.5	61.4	58.4	205	59.2	54.2	
Skills available	8.0	12.3	2.5	4.0	6.0	21	6.8	1.7	
Labour force available	12.0	14.8	10.9	11.9	12.3	43	9.9	23.7	
Market near at hand	2.0	2.5	0.8	5.0	2.6	9	2.4	3.4	
Other	2.0	6.2	13.4	5.9	8.0	28	7.5	10.2	
Don't know/no reply	16.0	13.6	11.8	11.9	12.8	45	14.0	6.8	
Total	(Percentage)	100.-	100.-	100.-	100.-	-	100.-	100.-	
Total	(Number)	50	81	119	101	-	351	292	59

Table A.30: Industries that could be set up by the employment these would generate.

Industry	Employment					Total	
	0-99	100-199	200-299	300 and over	Don't know /no reply	%	No.
	%	%	%	%	%	%	No.
Grassmeal factory	10.5	23.7	17.1	42.1	6.6	100.-	76
Meat processing	6.0	23.9	29.9	38.8	1.5	100.-	67
Vegetable processing	10.7	20.0	18.7	49.3	1.3	100.-	75
Light engineering/repairs	7.0	37.2	18.6	37.2	0.0	100.-	43
Other	5.4	21.4	28.6	44.6	0.0	100.-	56
Don't know/no reply	0.0	0.0	0.0	0.0	100.-	100.-	34
Total (Percentage)	7.4	21.9	20.2	38.7	11.7	100.-	351
Total (Number)	26	77	71	136	41	-	351

## SUMMARY OF RESULTS

The results of the study show that there are 498 workers currently employed by Bord na Mona and the ESB in the Clonsast area.\* This number is equivalent to about one-ninth of the total males at work in the catchment area from which these workers are drawn or to one-sixth of the total male non-agricultural workers in the area. The annual gross wage bill for Bord na Mona and ESB in the area is £1.5\*\* million, but if we exclude deductions such as PAYE, social welfare stamps and superannuation, the net wages are £1.25 million. This sum of money is a substantial contribution to the local economy. Hence the run-down of operations at Clonsast would cause serious problems for the area as a whole. The survey was designed to determine the characteristics of the Bord na Mona and ESB employees and their opinions as to what might be done in the area when turf cutting operations ceased.

In all 351 workers out of a possible 494 co-operated in the survey giving a response rate of 71 per cent. This rate varied however from 77.9 per cent for Bord na Mona workers to 49.6 per cent for ESB employees. The remainder either refused to co-operate or were unavailable for interview throughout the survey period. Because of the very small number of female workers employed by both organisations only one woman was included among the respondents.

Of the workers employed by the two organisations, 14 per cent were non-manual including supervisory, 23 per cent were skilled manual, 34 per cent semi-skilled manual and 29 per cent unskilled workers. Of these 83 per cent were full time, 2 per cent part-time and 15 per cent seasonal workers. About 25 per cent

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\* Professional engineers servicing these works are excluded since they do not live in the area.

\*\* An estimated further £100,000 was spent in the area on goods and services bringing the total direct spending by ESB and Bord na Mona to £1.6m as given on page 2.

of the latter were either part-time farmers or relatives assisting on farms. Some 15 per cent of the full time workers were in this category also.

The age distribution of the workers shows that, if the turf cutting activities were to end in ten years time with no phasing out in the meantime, about 18 per cent of the present labour force would have retired by that time; 13 per cent would be over 60 years and a further 21 per cent would be between 50 and 60 years. This would leave one-third of the labour force between 50 and 65 years of age for whom it would be difficult to find alternative jobs, since employers are generally reluctant to employ people in these age groups. Most of these therefore would have to receive redundancy payments and early retirement pensions unless Bord na Mona was able to absorb them in alternative employment. ESB's opportunities in this regard, in the Clonsast area, would be more limited, but it would likely be able to provide work at other stations for most of its workers. Work outside the region would of course be of little benefit to Portarlinton and the other towns in the catchment area.

#### Marital status and dependency

About 61 per cent of the workers were married, and practically all the remainder were single, only a tiny fraction being widowed. About two-thirds of the workers in the sample said that their households were mainly dependent on their incomes. The average number of persons per household, including the respondent, in the dependent households was 4.6. From this we estimate that the total number of persons in the Clonsast area directly dependent on Bord na Mona and the ESB is 1,700. Some of the workers on whom households were dependent had other sources of income, such as farming and other part-time jobs but even if we omit the seasonal and part-time workers we find that about 1,500 people are mainly dependent on the Clonsast bog for their livelihood. This figure does not include the families of the various business and service people in the area who depend on the expenditure of Bord na Mona and ESB workers.

### Education and training of employees

Over half the employees in the sample did not go beyond primary school. About 25 per cent attended vocational schools and 20 per cent went to secondary schools. Only about 1 per cent went to university. The ESB workers spent longer at school than the Bord na Mona workers; 49 per cent of the former were 16 years or over before they left school compared with 23 per cent of the latter. Only a small proportion (14%) of all the workers in the sample had ever attended evening classes of any kind but 95 per cent of the skilled manual workers served apprenticeships, mainly in welding and fitting. Some 28 per cent of the non-manual workers also served apprenticeships to some trade. Most of the latter were skilled manual workers who had been promoted to supervisory positions.

### Previous employment

For 35 per cent of the employees their present work was the only job they had held. However a much higher proportion of the skilled manual workers (57%) started their working careers with their present employers. About one-sixth of the sample had been in their present jobs for over 30 years, while another 29 per cent had been here for between 21 and 30 years. The Bord na Mona workers tended to have longer service than the ESB workers because the Clonsast works were longer in operation than the power station. About one-fifth of the present labour force in the two organisations had never worked outside the Clonsast region while only one-eighth had ever worked outside the country.

### Salaries and wages

About 36 per cent of all workers in the sample had basic take home pay (pay less tax, social welfare and superannuation payments) from their jobs with Bord na Mona and the ESB of less than £40 per week. Over 50 per cent had take home pay of between £40 and £60 per week, while 12 per cent had over £60

per week. The ESB workers had higher basic pay than the Bord na Mona group. None of the former had take home pay of less than £40 per week, while over 40 per cent of the latter had incomes of this level. A high proportion of the lower paid Bord na Mona workers were apprentices, part-time or seasonal workers.

Because of the seasonal nature of the Clonsast operations overtime is an important feature of the income arrangements. The survey shows that when overtime was added to basic pay for the weeks during which overtime was worked, incomes were increased on average by about £20 per week for full time workers and by £26 per week for seasonal workers. Both ESB and Bord na Mona workers did overtime, the annual average for Bord na Mona workers being 21 weeks and for ESB workers 11 weeks.

In addition to their normal pay from Bord na Mona and ESB 20 full time workers had alternative non-farm income averaging about £900 each per annum. Four seasonal workers had similar incomes averaging about £500 each per annum.

#### Distance from work and job satisfaction

About one-quarter of the workers lived within three miles of their work, something over one-third lived between three and five miles away with the remaining third living six miles away or over. ESB workers generally lived nearer their work than the Bord na Mona employees. About one-quarter of the workers either walked or cycled to work, one-sixth went by motor cycle, about one-half used their own cars while about one-tenth got a lift to work.

In general the workers appeared to be very satisfied with their working conditions. The index of satisfaction for all workers combined was 80 per cent where 100 per cent represents complete satisfaction. Some dissatisfaction was expressed about promotion opportunities.

### Employees plans for future

The workers seemed to be well aware that the Clonsast bogs were being gradually cutaway, but opinions differed as to the number of years for which employment would continue. About 35 per cent thought that present operations would last another 5 - 10 years but some 16 per cent thought that the work could be made to last for 15 years or more by changing from sod to milled peat. The latter operation would prolong the production of fuel for the generating station but would reduce the potential of the cutaway bog for agricultural or horticultural purposes. With sod peat production up to four feet of soil would be left behind whereas with milled peat only about one and half feet of soil would remain.

Over one-third of the employees thought that Bord na Mona and the ESB would provide other jobs for them in Clonsast when the present work ceased. A further one-sixth said they would get other work from Bord na Mona and ESB elsewhere. About one-seventh said they would get jobs outside Bord na Mona and the ESB while almost one-quarter said they would be retired at the time.

### Experience of farming

Since one of the main objectives of the study was to determine workers' views on the use of cutaway bog, a number of questions were asked on this matter. In interpreting answers to these questions the backgrounds of the respondents need to be taken into account, particularly their experience of both general farming and the working of reclaimed bogland. Some questions on farming experience were therefore included in the questionnaire.

From the replies to these questions it was found that about 9 per cent of the sample owned and operated farms, a further 1.4 per cent operated rented land while 6 per cent helped on a family farm. Thus about one-sixth of the workers

were currently engaged in farming operations. Many of these operations however were on a rather small scale; one-third of the farms involved were under 15 acres in area. Despite this, all except two farms had some dry cattle, 28 having 10 cattle or more. Twelve farms had four cows or more and 15 had more than four acres of tillage.

Even though a majority of the workers are not currently engaged in farming operations, a high proportion (70%) had experience of farming at some time. This proportion includes some 20 per cent who had experience of working cutaway bog.

#### Opinions as to best use for cutaway bog

About half the sample thought that root and vegetable crops would be most suited to cutaway bog; 11 per cent favoured dairying and 17 per cent thought that dry cattle rearing would be most suitable, while only 6 per cent spoke in favour of forestry. Similarly small proportions mentioned grassmeal production and mixed farming. These opinions were fairly uniform among all the occupational groups but there was some difference of opinion among those farming at present and all the other farm experience groups. For instance only about one-third of those now farming favoured root and vegetable crops as against over half of all the other farm experience groups. Fairly high proportions of the former also favoured dry cattle raising.

Opinions varied widely as to the number of acres of cutaway bog required to make an economic holding. Most (54%) thought that 50 - 100 acres would suffice but 4 per cent felt that over 200 acres would be needed while another 4 per cent thought that less than 30 acres would do. Opinions in this regard were fairly uniform among all the occupational and other sub-groups and between those with and without farm experience.

When questioned as to who should farm the cutaway bog about half the respondents said that Bord na Mona should farm it themselves. About one-fifth suggested that it should be farmed on a co-operative basis by Bord na Mona or ESB employees, one-sixth thought it should be divided into farm units and sold or let on a long lease to Bord na Mona or ESB employees, while 6 per cent only were in favour of dividing it among local farmers. A mere 3 per cent thought it should be divided into farm units and sold on the open market. There was some difference of opinion on this point among those with different levels of farm experience. One-third of those farming at present were in favour of dividing the bog into farm units and selling or leasing it to Bord na Mona or ESB employees. Less than half this proportion of the other groups were of this opinion. On the other hand, only about 30 per cent of those now farming favoured a Bord na Mona operated farm compared with 50 per cent of the other groups.

When asked about the number of persons who could be employed on a Bord na Mona farm embracing the whole Clonsast bog area, 22 per cent said that less than 100 would be employed, 26 per cent said that between 100 and 200 could be utilised, 17 per cent suggested between 200 and 300 workers while 34 per cent felt that over 300 people could be employed. About two-thirds of the employees in the sample, said that they themselves would work on a Bord na Mona farm.

#### Selling or renting the cutaway bog

When asked about selling or renting the cutaway bog to local farmers, over 60 per cent said that it would be a bad or very bad idea. Giving reasons for this view, about one-third said that the locals were not using their own holdings well and therefore could not be expected to do otherwise with the cutaway bog. About one-fifth said that local farmers lacked training while almost half thought they lacked the capital equipment required for such an operation.

Bord na Mona employees were much less in favour of giving the land to the local farmers than were the ESB employees, 46 per cent of whom favoured the local farmers. About 60 per cent of the respondents said that they would be prepared to become full time farmers on cutaway bog farms and that their wives and families would go along with the idea. There was little difference between Bord na Mona and ESB employees on this question but the position varied among the occupational groups. Only 28 per cent of the skilled workers would become full time farmers compared with 70 per cent of the others. Generally those with no farm experience tended not to be in favour of becoming full time farmers.

Those who said they would be prepared to become full time farmers on cutaway bog were asked to state the amounts per acre they would be prepared to pay either to purchase or rent the land. The answers varied considerably. Purchase prices ranged mainly from £20 to £1,000 per acre, the average price for all respondents being £205 per acre. Rental prices ranged mainly from £5 to £100 per acre, the average being £33 per acre. Generally speaking those with farming experience would be prepared to pay more (either to purchase or rent land) than those who had no such experience.

When workers were asked whether they preferred to see the land sold outright or leased there was a very strong preference (70%) in favour of leasing as against selling (24%). These proportions did not vary very much as between Bord na Mona and ESB workers, or between workers in different occupations.

#### Other questions

When employees were asked to suggest other industries which might be set up in the Clonsast area as Bord na Mona and ESB wound down their operations about one-fifth of the workers thought that a grassmeal factory would be suitable, another

one-fifth thought that vegetable processing would be best while about one-eighth suggested light engineering. The amount of employment which workers thought the different industries would give varied considerably among the different groups. About 7 per cent thought that there would be jobs for less than 100 people but 39 per cent thought that over 300 could be employed.

CONCLUSIONS

The problem restated

The Clonsast area is heavily dependent, both directly and indirectly, on the operations of Bord na Mona and the ESB for the provision of employment and income. The survey results showed that even with a phased closure of operations over a number of years, large numbers of workers would become unemployed. Furthermore, the survey showed that relatively few of the workers had incomes from sources other than their present job. Particularly surprising was the small proportion of workers who were engaged in part-time farming.

It seems clear that if the Clonsast area is not to suffer great economic and social costs following the cessation of operations by Bord na Mona and ESB, alternative employment will have to be found. Unfortunately the prospects of such alternative employment do not appear especially bright at present. Indeed, even if alternative employment were available it is likely that some workers (notably those in the older age groups possessing little or no skills) would find it difficult to obtain such employment. This situation is further exacerbated by the fact that large numbers of young, relatively well educated people, are entering the local labour force for the first time.

In addition to the direct effects on the Bord na Mona and ESB workers and their families, the indirect effects of a closure on other persons in the area must be considered. The income earned by those working on the bog and at the power station is spent mainly in the Clonsast area, thereby generating further income and employment. Recipients of this secondary income would also suffer when the Bord na Mona and ESB operations in the area cease. Given the heavy dependence of the area

on Bord na Mona and ESB it is not surprising that our survey showed that the workers look to these bodies to alleviate the difficulties that will arise when the bog is finally exhausted.

What are the options?

Confronted with the foregoing problems resulting from the exhaustion of turf supplies, some might argue that the workers should be allowed to fend for themselves. In other words, the workers themselves should be left to choose whether they wish to stay in the Clonsast area (be there employment there or not) or move to areas of greater demand for labour. In this way, it could be argued, the best use would be made of available resources with a consequent maximisation of net private benefits.

This view can be challenged on a number of grounds. First of all the net benefits considered are defined in a very narrow sense, and no account is taken of (a) social and other non-market costs of moving, (b) the rundown of social overhead capital in the Clonsast area and the need to provide such capital in the areas of high demand for labour, and (c) the loss to a region of one of its most valuable resources - its people - which as Myrdal suggests can have a cumulative depressing effect on the local economy.<sup>1</sup> Finally the State is committed to ensuring a balanced development of all regions in the country.<sup>2</sup>

It is on grounds such as these that the authors feel that every effort should be made to provide alternative employment in the Clonsast area. Before going on to outline some possible sources of such employment it is useful to note two factors that need to be borne in mind when considering possible ventures.

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<sup>1</sup> Myrdal, G., 1957. Economic Theory and Underdeveloped Regions, London: Duckworths.

<sup>2</sup> On this point see National Economic and Social Council, Report No. 4, "Regional Policy in Ireland: A Preview", Dublin: Stationery Office, Prl. 4147.

The economic feasibility of any venture needs to be as thoroughly investigated as its technical feasibility. It is not enough to know that an enterprise can produce a particular item; one must also know that production is profitable and that the product will be a marketable one. It is also true that the method of organisation of any venture may influence its economic feasibility. Hence it is necessary to distinguish clearly between the potential value of a venture under perfect conditions and the value likely to be realised under actual real world conditions.

#### Use of the cutaway bog for agricultural production

Clearly, use of the cutaway bog for agricultural purposes could help to employ some of the workers now employed by Bord na Mona and the ESB. Three main issues are involved: (a) under what ownership system should the land be held; (b) what type of farming would be most appropriate; and (c) how many of the workers could be employed in such enterprises.

##### (a) System of ownership

The vast majority of workers felt that Bord na Mona itself should farm the bog and set up a factory to process the output, while the idea of establishing workers' co-operatives was also well supported. Workers felt that in this way much more employment would be maintained than if the bog were divided among local farmers. The authors are substantially in agreement with this view. It is well known that successful farming on bogland requires exceptionally good management. Few ordinary farmers have the required levels of skill or capital and if, therefore, the land is given to farmers it is not likely to be very well used. Evidence of this is provided by the way bogland generally is farmed at present.

We realise of course that considerable pressures will be exerted on Bord na Mona to sell the cutaway bog to local people - probably at a very low price. If it becomes impossible to resist these pressure the Bord should rent the land on a

six year lease rather than sell it. People who are prepared to pay an annual rent for land will have to work it efficiently in order to make a profit. If on the other hand they buy the land outright they need not work it at all. Its value will increase over time due to inflation so that large capital gains will accrue to the owners.

In the case of renting, care must be taken to strike a realistic rent - about £30 per acre at present prices. If a low nominal rent is charged, people will pay it hoping that they will not be dispossessed when the lease expires. In this way they can acquire the land through the passage of time even though they do not farm it well. Some people would argue that the inclusion of a land use clause in the lease might go some way towards ensuring fairly good use, but this is not so. Land use clauses are notoriously difficult to enforce and in our opinion the only way to enforce proper utilisation of the land is through a realistic rent.

Now if the rent is fixed at a realistic level there are likely to be few takers so the only alternative may be for the Bord itself to do the farming. If this happens, difficulties are likely to be encountered, particularly with vegetable crops. Private vegetable growers supplying the home market may claim that they cannot compete against a State Sponsored Board. Hence Bord na Mona will either have to process the vegetables for export or sell them to a processing plant. In view however of the excess capacity in many Irish food plants it might be more economical to supply an existing factory in the area and concentrate on providing other employment in Clonsast.

In carrying out feasibility studies on a comprehensive range of enterprises, it should be noted that different types of bogland may suit different farming activities. Indeed, it is likely, that some of the land may not be suitable for agricultural purposes at all. This land could possibly be used for recreational or other purposes such as a preserve for wildlife.

(b) Type of farming that should be carried out on cutaway bog

Most of the workers in our survey felt that vegetable and root crops would be the best way of using bog for agricultural purposes. Others mentioned cattle rearing and dairying. In all probability these views were based on what workers had seen in local experiments and reflected the fact that they (the workers) were not aware of all the possible alternatives. Also workers probably felt that the root crops would have a higher local labour content than other activities. However, the workers were probably unaware of the technical problems involved in farming cutaway bog especially in the case of vegetable production.

(c) Numbers likely to be employed in farming cutaway bog

We believe that considerably fewer workers could be employed in farming the cutaway bog than are at present employed by Bord na Mona and the ESB irrespective of the ownership system or type of farming adopted. It might be possible to employ considerable numbers in ancillary processing industries, but the economic viability of such industries would have to be carefully assessed before any recommendation could be made.

Establishment of industry

We have seen above that the IDA is making special efforts to attract new industry to the area. This work will be helped somewhat by the fact that the closure of the Bord na Mona and ESB operations means that considerable numbers of workers accustomed to industrial work will become available in the area. Industrial employment opportunities will be particularly important for the skilled workers, many of whom are anxious to continue working in their own trade. A careful assessment should be made of the extent to which these workers' skills are specific to Bord na Mona or the ESB, and suitable re-training schemes organised to ease transition into new industries. Here a vital role exists for AnCO and other bodies involved in manpower training.

Having outlined some possible sources of employment for the Clonsast area and having seen the merits and demerits of the various options it seems clear that no single remedy will entirely solve the problem. A strategy incorporating a combination of approaches will be necessary to provide the people in the Clonsast area with employment when turf cutting operations cease.



2: Job History outside Bord na Mona

2.1 Is Bord na Mona the only employer for whom you have worked?

Yes.....1

No.....

2

2.2 About how many different employers (excluding Bord na Mona) have you worked for?

12

2.3 How many of them were outside the Clonsast area?

13

2.4 (If some outside Clonsast) what areas were they in? (code all that apply)

Dublin.....1

Rest of Ireland (other than Clonsast area)..... 2

Abroad ..... 4

(14)

(code sum)

2.5 Thinking now of the one of these jobs which you held for the longest time, could you tell me:

What were your main activities or duties? (Describe fully)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(15)

2.6 (If supervisor) How many people did you supervise?

2.7 When did you start there?

Year

16, 17

When did you finish there?

18, 19

3: Job History in Bord na Mona

3.1 When did you start working for Bord na Mona?

Year

20, 21

3.2 Could you describe each of the jobs which you have had with Bord na Mona since you started to work for them? (Start with your present job)

(1) Description (present job) \_\_\_\_\_  
 \_\_\_\_\_

Was it: Whole-time... 1 Part-time.... 2 Seasonal.... 3

Duration: From \_\_\_\_\_ To \_\_\_\_\_

(2) Description \_\_\_\_\_  
 \_\_\_\_\_

Was it: Whole-time.... 1 Part-time...2 Seasonal..... 3

Duration: From \_\_\_\_\_ To \_\_\_\_\_

(3) Description \_\_\_\_\_  
 \_\_\_\_\_

Was it: Whole-time....1 Part-time....2 Seasonal.... 3

Duration: From \_\_\_\_\_ To \_\_\_\_\_

3.3 Now I'd like to ask you some questions about your present job. Show Card A. On this card are shown a series of steps. Five means completely true, and one means completely false.

I am going to read you some things people have said about their jobs. As I read each one, could you tell me which number on the scale comes closest to how true or how false that is about your own job. The first one is:

- |   |  |    |
|---|--|----|
| (a) Travel to and from work is convenient                                   |  | 34 |
| (b) The work is boring  |  | 35 |
| (c) The pay is good   |  | 36 |
| (d) The chances of promotion are bad  |  | 37 |
| (e) I am given a chance to do the things I do best                          |  | 38 |
| (f) It's a good firm to work for  |  | 39 |
| (g) The hours I work are convenient   |  | 40 |
| (h) This is the only acceptable job I could get if I want to stay near home |  | 41 |
| (i) All things considered I am very satisfied with my present job           |  | 42 |

3.4 How much per week is your basic take-home pay? (i.e. excl. overtime and all deductions such as PAYE, Social Welfare, Superannuation etc.)

£ 

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 4.3, 4.4

How many weeks during the last year did you work overtime?

--	--

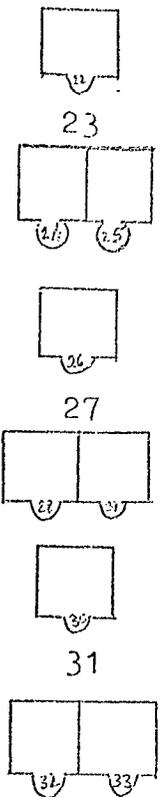
 4.5, 4.6

What is your usual take-home pay when you work overtime?

£ 

--	--

 4.7, 4.8



4.

3.5 At the moment, do you

- Own a farm which is let to someone else..... 1
- Own a farm which you operate yourself..... 2
- Rent a farm which you operate..... 3
- Help operate a farm owned by another member of your household 4
- None of these..... 5

49

3.6 How many acres?

st.acres

50, 51, 52

How many acres of it is good land?

st.acres

53, 54, 55

Is it all located in one consolidated unit?

Yes..... 1 No..... 2

In how many different units is it?

(If respondent operates farm himself) Could you tell me a little about your farming activities?

(66)

No. of milch cows

57, 58

No. of dry cattle

59, 60

No. of sheep

61, 62

No. of pigs

63, 64

Acres of tillage (wheat, barley, oats, potatoes, etc.)

65, 66

Does anyone help you operate it? (Circle all that apply)

Wife..... 1

Children..... 2

Other Relatives.... 3

Employee(s)..... 4

Others..... 5

67

Where exactly is the largest part of your land located?  
(Give exact townland)

Go to Q.3.8

3.7 (If none (code 5 to Q.3.6) Do you have any experience of farm work?  
Yes..... 1 No..... 2

68

Could you tell me what experience and for how long?

3.8 Do you have any source of income besides your job with Bord na Mona (and possibly your farm)?

Yes..... 1                      No..... 2

What are they?	Yearly net income from this source
Shop owner.... 1	£ _____
Pub owner.... 2	£ _____
Second job.... 3	£ _____
Odd Job..... 4	£ _____
Other (specify) 5	£ _____

69

--	--	--	--

1-3 duped

4: Family Composition

4.1 Could you tell me something about the members of the household in which you are now living.

(Interviewer: If in doubt about occupational code, write in occupation title)

Member (Relationship to respondent)	Present Age	What is the highest educational level reached? (Ring appropriate No.)				Occupation of each person Specify type of job or whether retired, housewife or at school	Marital Status		
		Prim. sch. only	Voc. sch.	Sec. sch.	Uni.		Si.	Mar.	Wid.
1. Respondent		1	2	3	4		1	2	3
2.		1	2	3	4		1	2	3
3.		1	2	3	4		1	2	3
4.		1	2	3	4		1	2	3
5.		1	2	3	4		1	2	3
6.		1	2	3	4		1	2	3
7.		1	2	3	4		1	2	3
8.		1	2	3	4		1	2	3
9.		1	2	3	4		1	2	3
10.		1	2	3	4		1	2	3
11.		1	2	3	4		1	2	3
12.		1	2	3	4		1	2	3

2

Occupational Codes:

- |                                   |                |
|-----------------------------------|----------------|
| Professional/Admin./Executive = 1 | Farmer = 6     |
| Supervisors = 2                   | Retired = 7    |
| Skilled Manual = 3                | Housewife = 8  |
| Semi-skilled Manual = 4           | At school = 9  |
| Unskilled Manual = 5              | Unemployed = x |
|                                   | Pre-school = y |

4.2 Do you have any children over 16 who are not living with you?  
If yes, how many?

65, 66

What are their occupations?

1                       3

67                      69

(Codes as for Q.4.1)

2

68

4.3 What is your relationship to head of household?

- Respondent is head..... 1
- Respondent is spouse..... 2
- Respondent is son/daughter..... 3
- Respondent is father/mother..... 4
- Respondent is other relative..... 5
- Respondent is not related to HOH..... 6

70

4.4 Is the household mainly dependent on your income?

- Yes.....1
- No..... 2

71

4.5 (Applies only to those respondents who have boys still at school or not yet working).

Taking the eldest male child still at school or not yet working, what job would you really like him to get? (Probe)

---



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4.6 (Respondents with children only)

How many of your children are likely to get employment in this area?

- All.....1
- Some..... 2
- None ..... 3

73

5: Dwelling

5.1 Is the house in which you are now living:

- Owned outright by you ..... 1
- Owned outright by another member of your household... 2
- Being purchased by you..... 3
- Being purchased by another member of your household.... 4
- Rented..... 5

74

From whom?

- Bord na Mona ..... 1
- County Council ..... 2
- Private individual or builder. 3
- Other (specify) ..... 4

75

5.2 Could you say how far it is from here to your residence?

miles

76,77

5.3 How do you usually travel to work?

- Walk..... 1
  - Cycle..... 2
  - Motor cycle..... 3
  - Own car..... 4
  - Bus..... 5
  - Lift..... 6
  - Other (specify)..... 7
- 

78

6: Plans for the future

6.1 For how long do you think that jobs with Bord na Mona will continue here at Clonsast?

years

CARD 3  
1-3 duped  
CARD

3

5,6

6.2 Why should they end then?

\_\_\_\_\_

\_\_\_\_\_

7

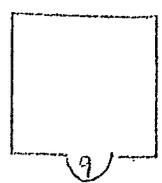
6.3 Thinking now about all the things that could happen to you then, which of the following do you think is most likely to happen to you?

- I will get another job with Bord na Mona in this area..... 1
  - I will get another job with Bord na Mona elsewhere..... 2
  - I will get another job outside Bord na Mona..... 3
  - I will set up my own business..... 4
  - I will become a full-time farmer..... 5
  - I will remain unemployed..... 6
  - I will be retired by then..... 7
  - Other (specify) \_\_\_\_\_ 8
- 

8

7: Use of the Cut-Away Bog

7.1 What do you think Bord na Mona should do with the cut-away bog?  
 \_\_\_\_\_  
 \_\_\_\_\_



7.2 Do you have any experience of farming cut-away bogland?

Yes.....1      No.....2

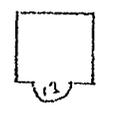
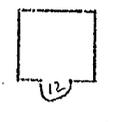
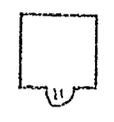
10

7.3 (Show Card B) This card has on it a series of uses to which cut-away bogland could be put. Could you say which, in your view, is

- (i) the best one to which it could be put
- (ii) the next best
- (iii) the use for which it is least suitable

(Interviewer: ring appropriate number)

	Best Use	2nd Best	Least Suitable
1. Root crops and vegetables	1	2	3
2. Grazing, hay and silage for dairying	1	2	3
3. Grazing, hay and silage for dry cattle	1	2	3
4. Grain growing	1	2	3
5. Sheep	1	2	3
6. Dried Grass (for grass meal)	1	2	3
7. Mixed Farming	1	2	3
8. Forestry	1	2	3



7.4 How many statute acres of developed cut-away bog do you think would be required to make up an economic holding for an individual farmer?      
 sf. acres

14, 15, 16

7.5 Hand respondent Card C. The cards show some suggestions that have been made about what Bord na Mona could do with the cut-away bog. Could you pick out your first preference, your next preference, and so on, down to the one you are most opposed to. (Interviewer, code preferences 1-6).

The cut-away bog should be:

- 1. Divided into farm units and sold or rented (on long lease) on the open market  17
- 2. Divided into farm units and sold or rented (on long lease) to Bord na Mona employees  18
- 3. Divided into suitable lots and sold or rented (on long lease) to local farmers  19
- 4. Farmed on a co-operative basis by groups of Bord na Mona employees  20
- 5. Farmed by Bord na Mona  21
- 6. Planted with commercial forestry  22

Option A: Bord na Mona Farm

Let's now talk for a while about the idea of Bord na Mona itself using the cut-away bog for agricultural production.

8.1 Do you think this idea is good or bad?  
Very good.....1 Good.....2 Undecided.....3 23  
Bad.....4 Very Bad.....5

8.2 There are 300 workers here at the moment, about how many of them do you think could be employed on a farm run by Bord na Mona?  

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 24, 25, 26

8.3 Would you yourself be prepared to take a job as a farm worker on a farm run by Bord na Mona?  
Yes..... 1 No..... 2 27

(Respondents without experience of farming only) Would you be prepared to train in farming for this job?  
Yes.....1 No.....2 28

Option B: Subdivision

I'd now like to talk about what you think would happen if the land were subdivided and sold or rented to individuals.

8.4 Do you think that the idea of subdivision is good or bad?  
Very good..... 1 Good.....2 Undecided.... 3 29  
Bad.....4 Very Bad.....5

8.5 If the land were being subdivided, would you prefer to see it:  
Sold outright.....1 or Rented on long lease..... 2 30

Why do you say that? \_\_\_\_\_  
\_\_\_\_\_



8.6 Do you believe that most of the farmers around here would be able to use this kind of land properly?

Yes..... 1 No..... 2

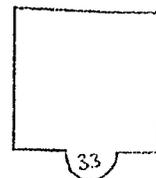
Why not?

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32



8.7 If you were to lose your present job and receive suitable training, would you consider becoming a full-time farmer on cut-away bogland?

Yes..... 1 No..... 2

If no, why not? \_\_\_\_\_

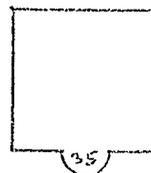
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Go to Q.9.1

34



8.8 (If already owns some land) Would you be prepared to give up some or all of your land in exchange for a farm on developed cut-away bogland?

Yes..... 1 No..... 2

and how many acres of bogland would you require in exchange for each acre of your own that you gave up?   st. acres

36

37, 38

8.9 What is the highest price per acre that you would be prepared to pay for developed cut-away bog?

£

39, 40, 41, 42

8.10 What is the highest annual rent per acre you would be prepared to pay for developed cut-away bog on a long-term lease?

£

43, 44, 45

8.11 Would you be willing to train in techniques for farming cut-away bog?

Yes..... 1 No..... 2

46

8.12 (If married) How do you think your wife (and family) would feel about farming the cut-away bog?

Would like it a lot....1 Would not mind..... 2 Would dislike it.....3

47

9: Other Options

I'd like now to talk about what you think will happen if you fail to get a suitable job with Bord na Mona when the bogs here are all cut away.

9.1 Would you be prepared to take re-training for a different job?

Yes..... 1 No..... 2

48

9.2 Would you take a factory job if one became available,

Yes..... 1 No..... 2

49

What is it about factory work that you dislike?

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50

9.3 Is there anything else that we haven't talked out that you feel Bord na Mona should do for its employees when all the Clonsast bogs have been cut away? (Probe)

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51

9.4 Have you yourself any suggestions as to industries which might be set up in the area?

Type of industry \_\_\_\_\_

How many could be employed in it?

Why do you think this type of industry would be particularly suitable? \_\_\_\_\_

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52

53, 54, 55

56

Name:

Address: