

Work Quality Statistics

Work Plan 2022/2023



Background

This high-level work plan provides an outline of the analysis and communication plans in 2022 and 2023 and the development of the work quality statistics for Northern Ireland. An overview of developments and analysis to date are also provided below.

Development and analysis to date

Development or analysis	Date
Job satisfaction question added to LFS.	January 2018
Job satisfaction question on LFS adapted alongside the addition of new questions related to meaningful work, career progression and involvement in decision-making.	July 2019
Publication of 2019 work quality tables – including job security, work quantity and job satisfaction.	September 2020
Work Quality in Northern Ireland: July 2019 to June 2020 statistical bulletin and headline tables released . This includes the first release of indicators on meaningful work, career progression and involvement in decision-making and updates to job security, work quantity and meaningful work.	December 2020
The second release of work quality indicators for July 2019-June 2020 period presents additional analysis by gender, age and skill level for eight work quality indicators sourced from the LFS and Annual Survey of Hours and Earnings (ASHE): earnings, secure employment, under/overemployment, job satisfaction, meaningful work, career progression, employee involvement in decision-making and flexible working. This release also includes a summary of the estimated proportion of employees who meet one to seven aspects of work quality is included (measured from the LFS) in the bulletin.	February 2021
Three additional work quality questions were added to the LFS. The three questions focus on level of support from their immediate manager, experiences of bullying and harassment, and skills required to perform their work duties. There was also an amendment to a question on the LFS which is used to derive the current flexible working indicator.	January 2022
Work quality indicators were analysed and released in a bulletin for the period July 2020 to June 2021 with a focus on industry sectors. The eight indicators included are: earnings, secure employment, under/overemployment, job satisfaction, meaningful work, career progression, employee involvement in decision-making and flexible working and were sourced from the LFS and ASHE. Additional breakdowns of age, gender, and industry were included in the accompanying tables.	March 2022
The Women in NI 2020/2021 publication included analysis on eight work quality indicators for males and females. The eight indicators included are: earnings, secure employment, under/overemployment, job satisfaction, meaningful work, career progression, employee involvement in decision-making and flexible working and were sourced from the LFS and ASHE.	March 2022

Question development

- In January 2022 there was an amendment to a question on the LFS which is used to derive the current flexible working indicator. This derivation of this indicator will be kept under review.
- Review of existing work quality questions on the LFS.

Publication

- Annual update to Work Quality data.

Analysis plans

- Following the addition of three additional questions on work quality to the LFS in January 2022, the resulting data will be analysed when available – these relate to levels of support from their immediate manager, experiences of bullying and harassment, and skills required to perform their work duties.
- Consider feedback from publications and ad-hoc requests for data. Where possible integrate in future publications, produce supplementary tables or respond as an ad-hoc request.

Communication with users

- [NISRA Labour Market Statistics User Group](#) – This includes an overview of recent and planned developments in labour market statistics and gives users an opportunity to provide feedback on Labour Market Statistics outputs. Next user group planned for Autumn 2022.
- Written communication with users in May 2022 on Labour Market Statistics developments, and following the user group in September 2021.
- Continued development of [work quality section](#) on the NISRA website.

Stakeholder engagement

- Engagement with the Department for the Economy (DfE) – following a [consultation for the new Skills Strategy](#) ‘Skills for a 10x Economy’, the new draft strategy includes linkages to the work developed to create the work quality indicators, as well as proposing the introduction of a business pledge to recognise and promote employers who actively engage with principles of the Work Quality Indicators. NISRA will continue to engage with DfE and provide analysis as required.
- LFS Steering Group – meets every two months currently and is made up of statisticians in the devolved administrations and the Office for National Statistics (ONS). The aim of this group is to determine questions on the LFS.
- Work Quality Working Group – consisting of the devolved administrations, Office for National Statistics (ONS) and Department for Business, Energy & Industrial Strategy (BEIS).

Feedback

Feedback on this work area and published outputs is welcome. Please see below for details.

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