

Work Quality Statistics

Work Plan 2024



Background

This high-level work plan provides an outline of the analysis and communication plans in 2024 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
The fourth Work Quality publication analysed the eight work quality indicators over time and by age and gender. The time period covered is July 2019 to June 2020, July 2020 to June 2021, and July 2021 to June 2022. Additional breakdowns of age and gender were included in the accompanying tables.	February 2023
A topic paper on skills mismatch was published. This was the first of three papers published on the 3 additional work quality questions added to the LFS in January 2022.	May 2023
A topic paper on Line Manager Support was published. This was the second of three papers published on the 3 additional work quality questions added to the LFS in January 2022.	June 2023
A topic paper on Bullying and harassment in the workplace was published. This was the final paper of three papers published on the 3 additional work quality questions added to the LFS in January 2022.	June 2023
The three new work quality indicators were analysed alongside the eight original indicators and released in a bulletin for the period July 2022 to June 2023 with a focus on key cohorts; sex age, deprivation, and skill level.	February 2024

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

- 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.
- Continued development of [work quality section](#) on the NISRA website.

Stakeholder engagement

- Engagement with the Department for the Economy (DfE) – the departments Skills Strategy, [‘Skills for a 10x economy’](#) was published in March 2022 and puts forward the departments commitment to the development of a set of work quality indicators, and sets the recommendation of introducing a business pledge to recognise and promote employers who actively engage with the principles of the work quality indicators.
- 10x Economy - In May 2021 the Department for the Economy (DfE) published its new economic vision, “10X Economy: Northern Ireland’s Decade of Innovation”. Three separate pillars have been identified that capture the 10X Vision for Northern Ireland, covering innovation led, inclusive and sustainable growth. The Work Quality Indicators contribute to the evidence base for the Inclusive Growth pillar. Inclusive growth is growth that is distributed fairly across society for people and place and creates opportunities for all.
- 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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