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Good Jobs in NI

Glenn Parker



Creating a globally competitive economy that works for everyone

Economic Vision – Good Jobs

- A key DfE objective – to increase the proportion of the working age population in Good Jobs.
- Providing all workers and their families with a decent, secure income is a key priority.
- Good Jobs will be essential in helping to address pay gaps in society and delivering economic and social change.

Good Jobs – Carnegie Framework

Work Quality is broad and multifaceted - 7 key dimensions:

- terms of employment
- pay and benefits
- health, safety and psychosocial wellbeing
- job design and the nature of work
- social support and cohesion
- voice and representation
- work/life balance.

These are important for all jobs and sectors – DfE will work to progress all dimensions

NI Good Jobs Measure



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- NISRA was commissioned to develop a 'good jobs' measure designed to monitor three areas which are fundamental to all jobs:
 - a permanent contract
 - a non-zero hour contract
 - earning the Real Living Wage or above.
- Seeking to ensure all workers have a decent and secure income.
- Focusing on a subset of indicators to track progress against the Good Jobs agenda

NI Good Jobs Measure

- All data is sourced from the Annual Survey of Hours and Earnings (ASHE).
- The analysis is for employees aged between 16 and 64.
- Data available from 2017 - offers robust time series data.
- The Good Jobs measure has been assessed by the PfG Technical Assessment Panel and uploaded to the PfG Wellbeing Dashboard.



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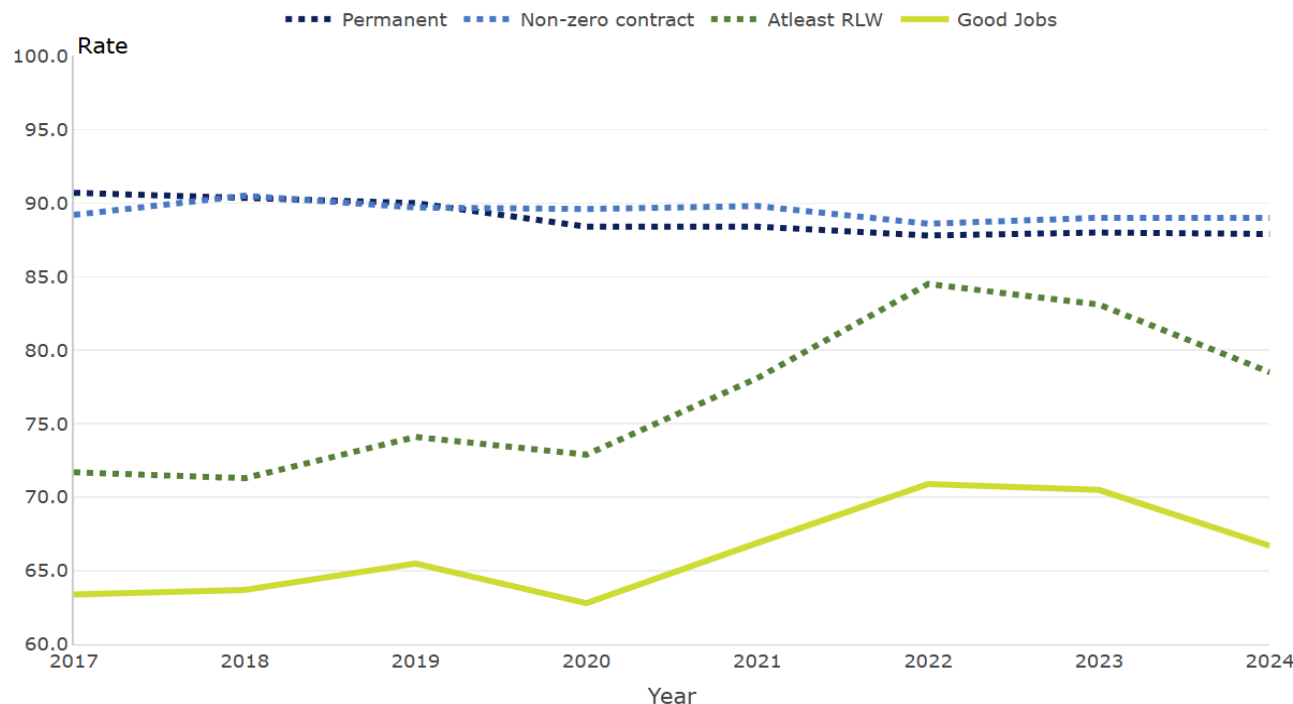
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Good Jobs in NI (aged 16-64), 2017 to 2024



- 66.7% of jobs meet the good jobs criteria.
- 4pps lower than its peak in 2022
- Trend driven by RLW

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Percentage of good jobs by Local Government District 2024

Northern Ireland 66.7%



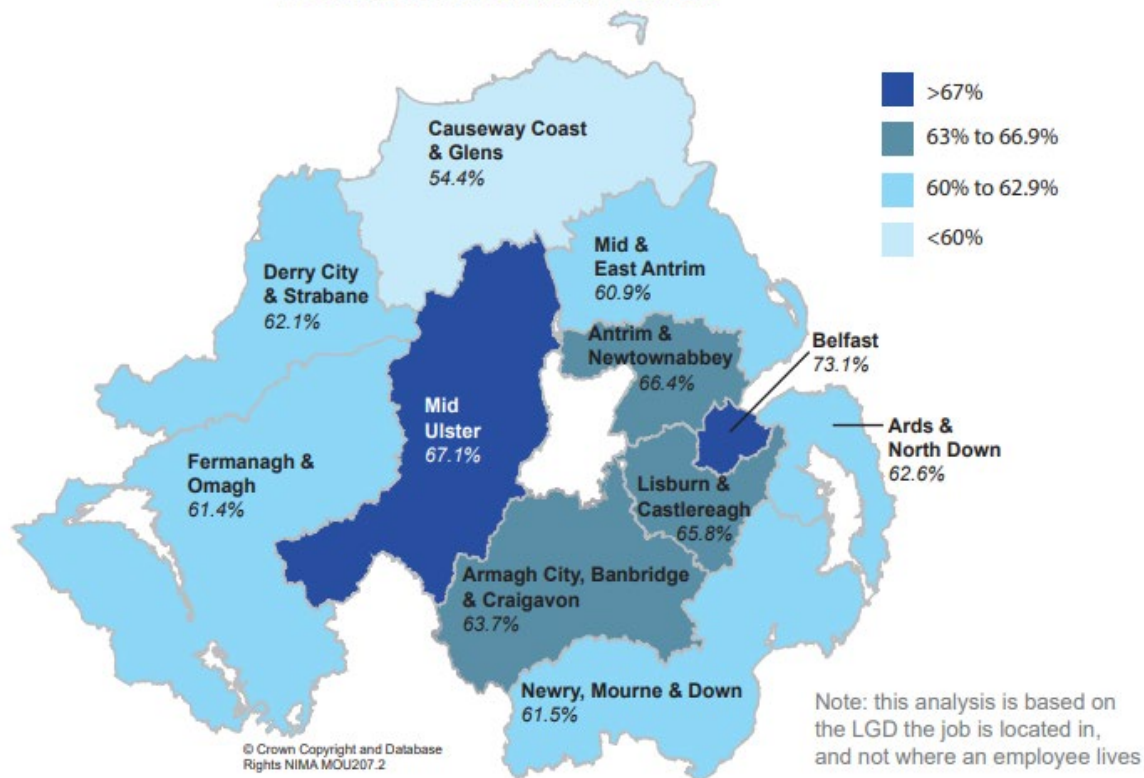
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Good Jobs and Regional Balance

Belfast has highest good jobs rate at 73% and accounts for 30% of all jobs

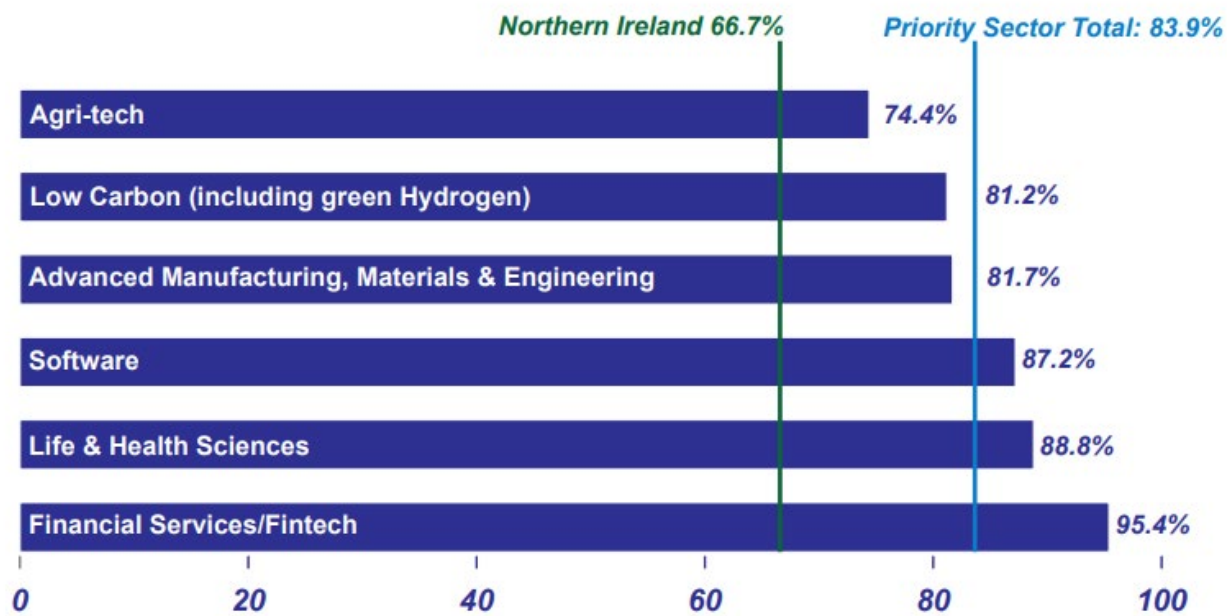
Causeway Coast and Glens has lowest rate at 54%

Mid Ulster and Belfast are the only two LGDs where the good jobs rate exceeds the NI average.

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Percentage of good jobs by Priority Sectors 2024

Northern Ireland 66.7%



Good Jobs and priority sectors

Good jobs rate of 84%

Six priority sectors above NI good jobs rate.

Not possible to estimate rate for Screen industries

Percentage of good jobs by Industry Sector 2024

Northern Ireland 66.7%



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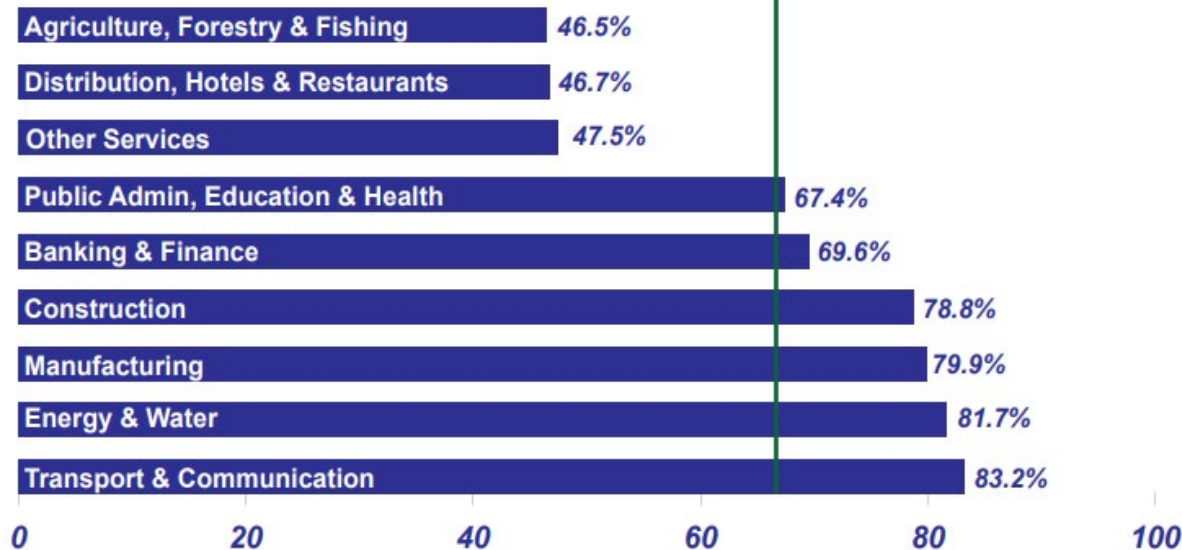
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Northern Ireland 66.7%



Transport and Communication has highest rate at 83%

Agriculture, Forestry and Fishing; Distribution, Hotels and Restaurants; and Other Services have the lowest rate (~47%)

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Percentage of good jobs in NI by age group



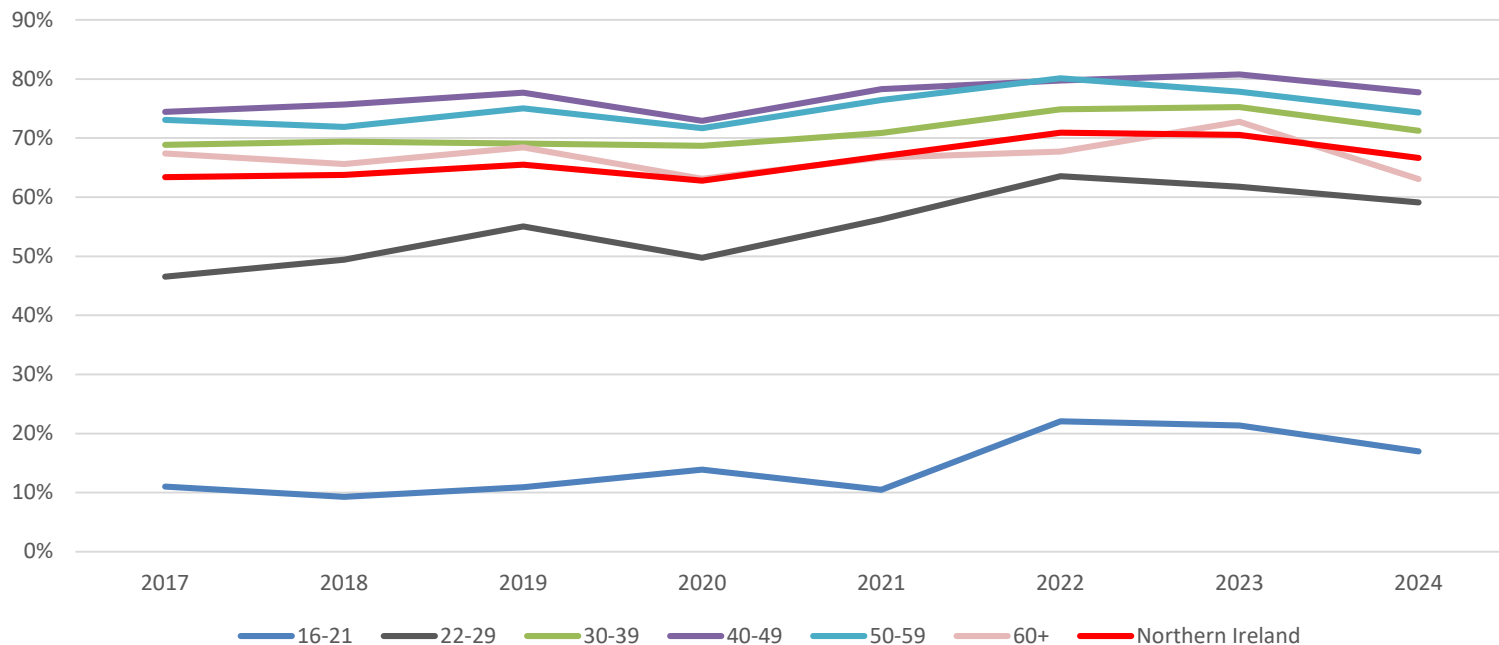
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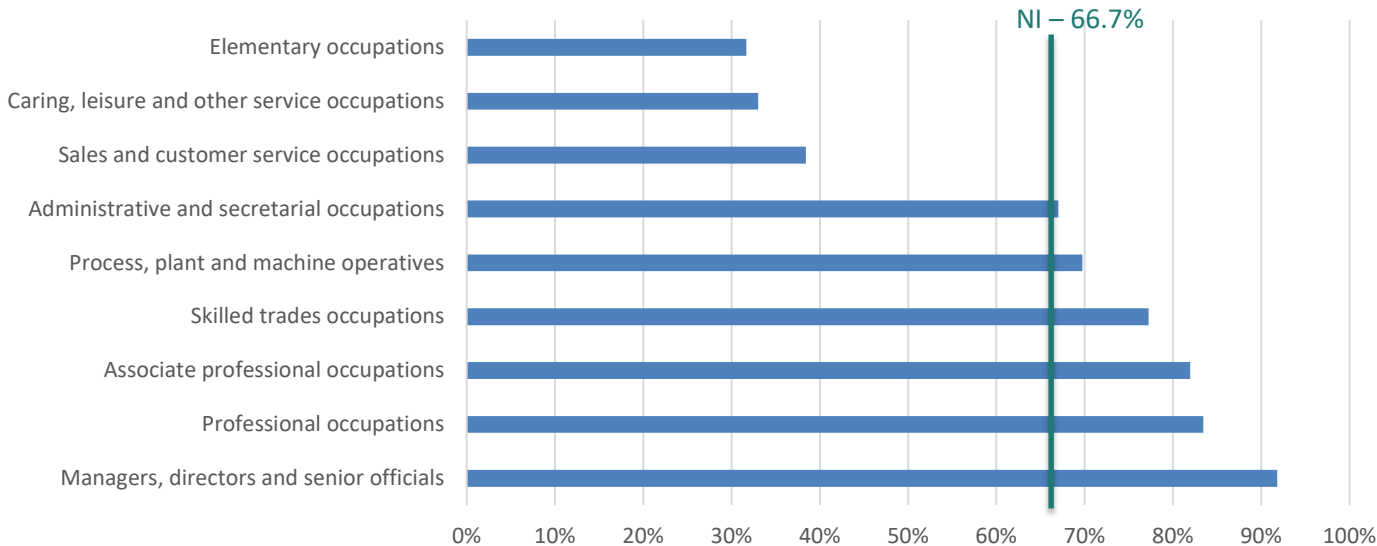
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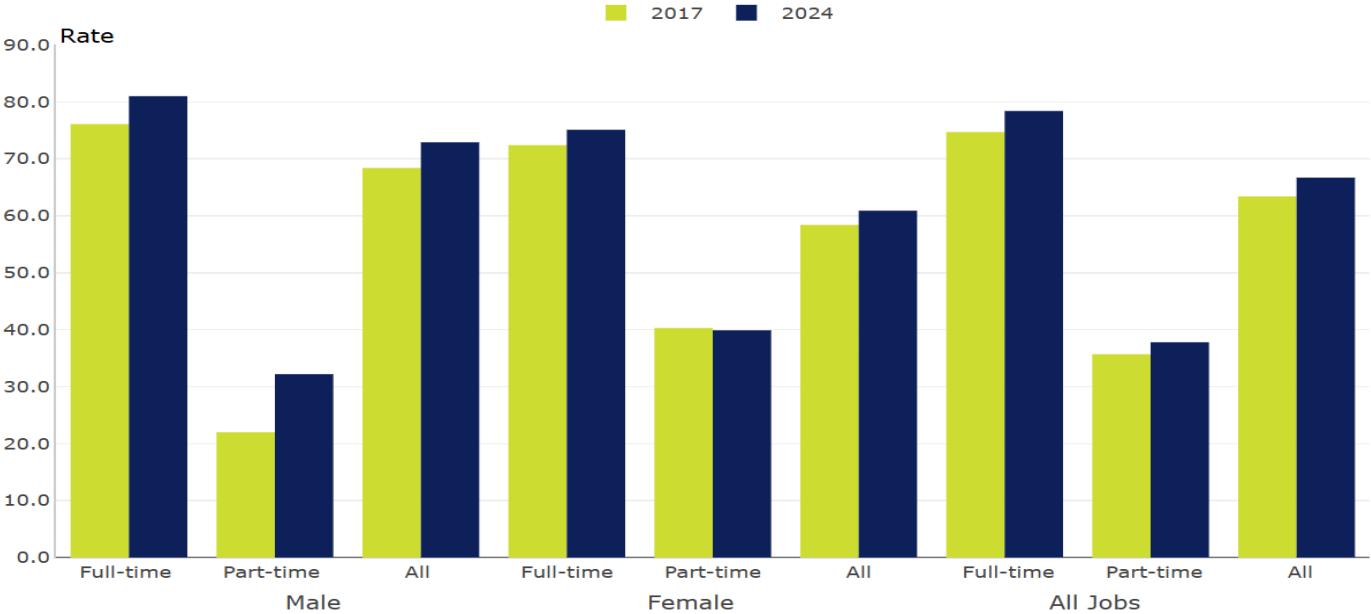


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Percentage of good jobs in NI by occupation (2024)



Percentage of good jobs in NI by sex and work pattern



Work quality in NI – 2024 data



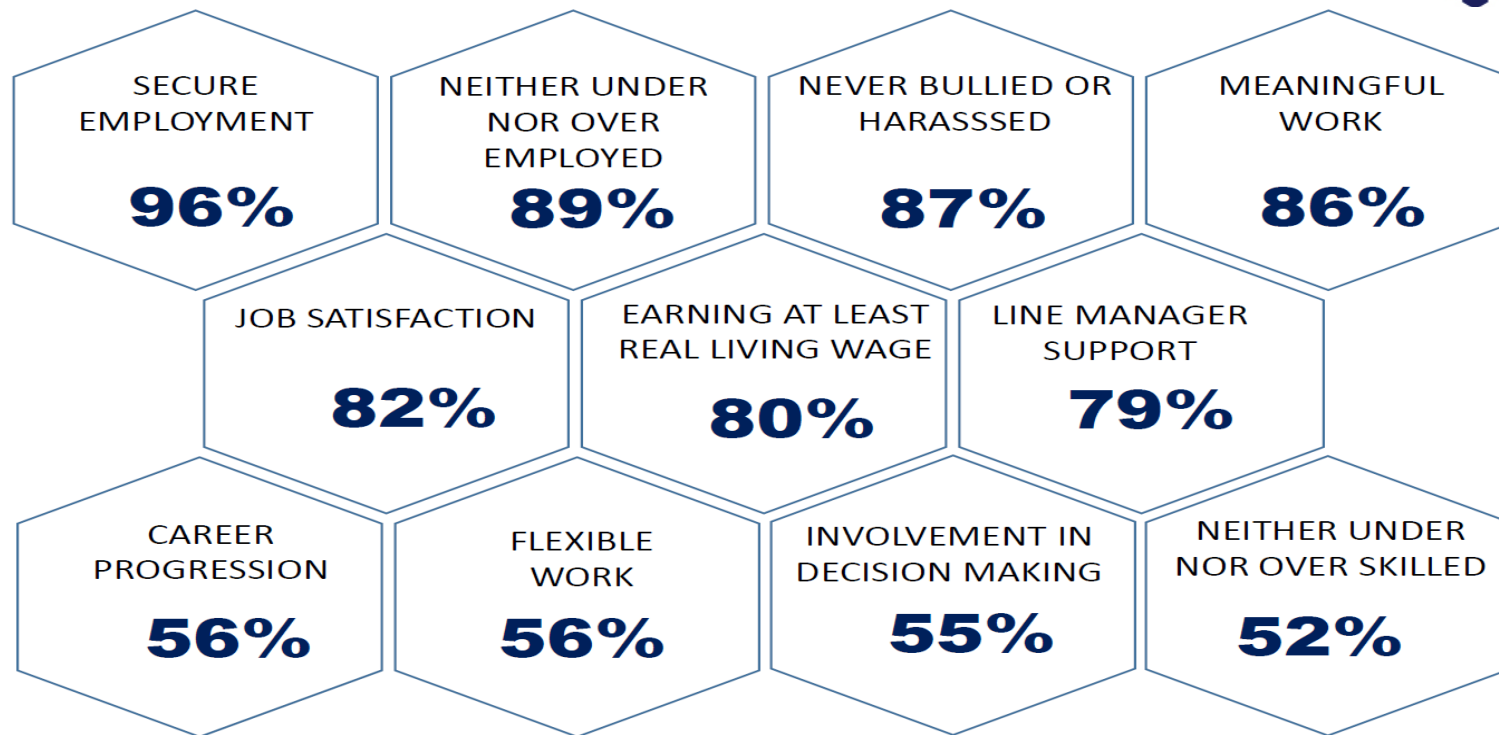
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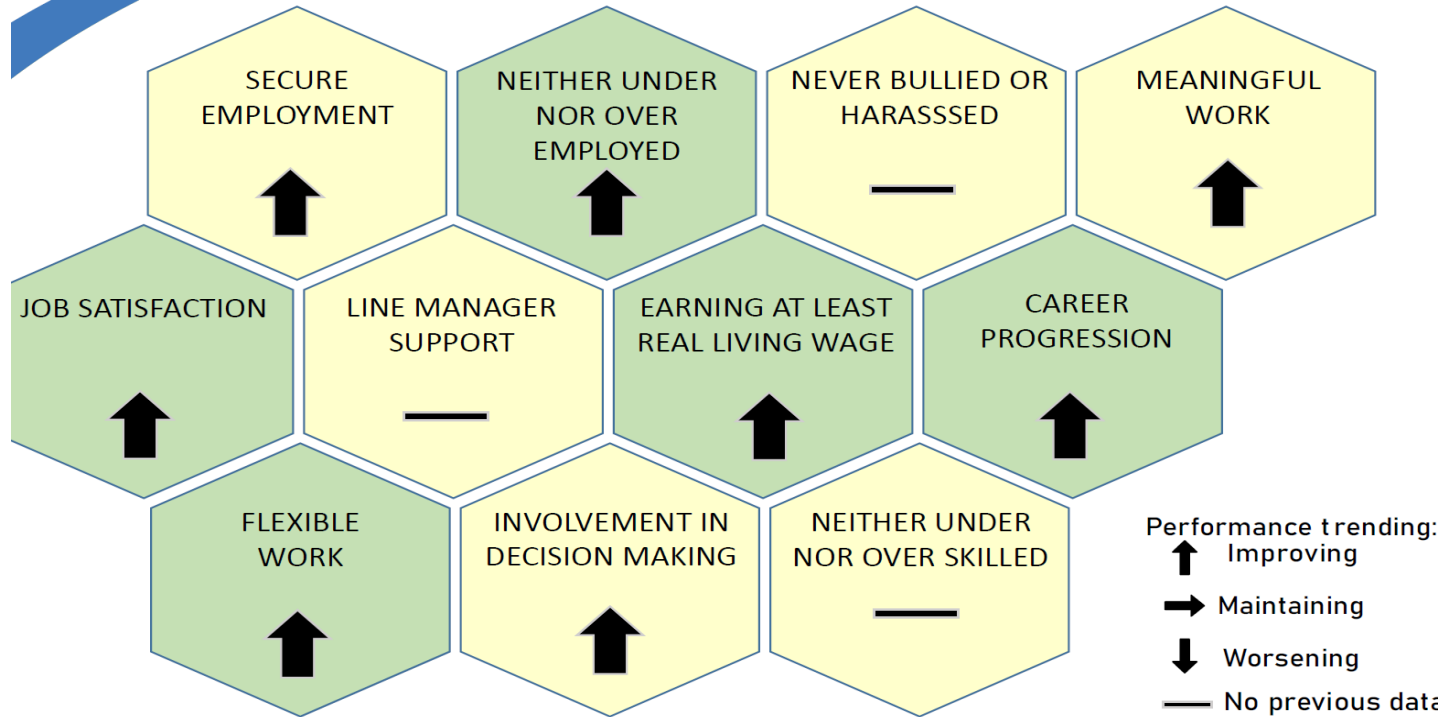
Work quality in NI – 2024 v 2020



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Developing the evidence base



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- **Skills and Employment Survey** - offers a unique NI and UK worker-level assessment on a number of themes related to the Good Jobs agenda such as pay, job security, flexibility, work intensity and meaningful work.
- **Working in Ireland Study** – will provide an All-Ireland assessment on a range of themes central to the seven key dimensions of job quality identified within the Carnegie Framework.

Summary

- Certain sectors and occupations are much more likely to deliver good jobs.
- The GJ and WQ data provides a baseline to monitor and assess changes.
- The GJ indicator has been included in PfG wellbeing framework and selected as a key metric in DfE's Business Plan.
- The data provides a framework to assess prioritisation of resources – do we focus on all sectors? Important to have sector wide approach.
- DfE is seeking to modernise the employment law framework to ensure it provides a strong framework of rights and responsibilities.