

# SKILLS AND EMPLOYMENT SURVEY 2024:

## TERMS OF EMPLOYMENT

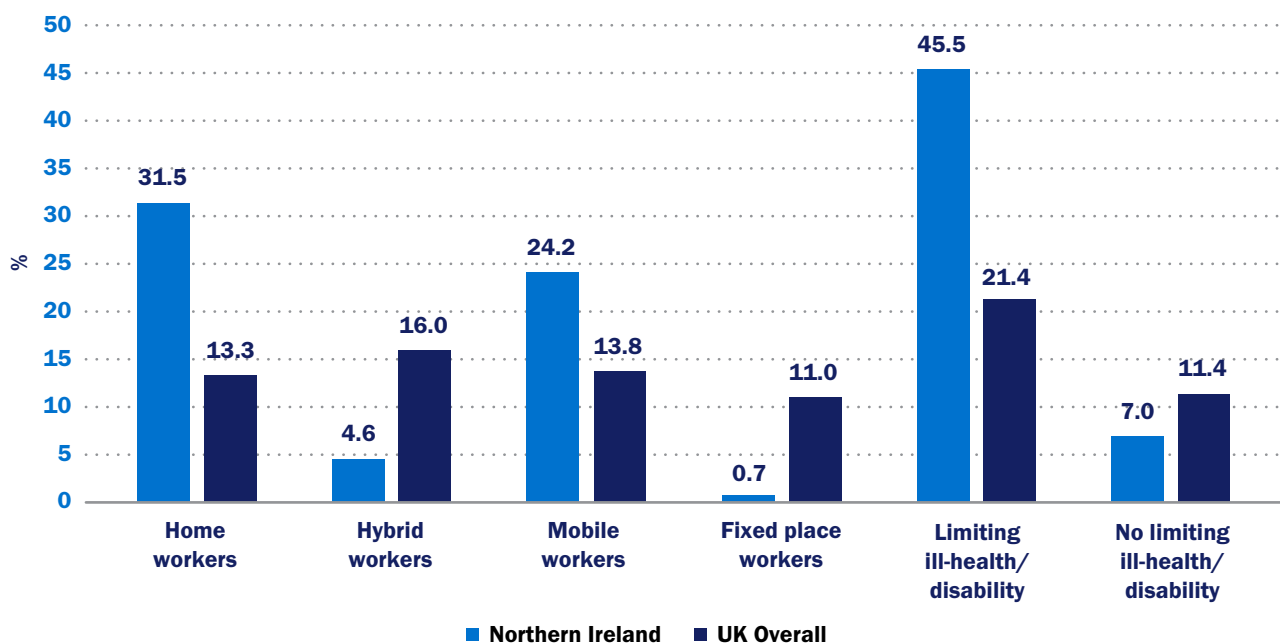


Department for the  
**Economy**  
An Roinn  
**Geilleagair**  
[www.economy-ni.gov.uk](http://www.economy-ni.gov.uk)

The SES is a national study of adults aged 20-65 years old in paid employment and focuses on the work that people do and how working life has changed over time. The survey offers a unique worker-level assessment on a number of themes such as work conditions, trade union activity, pay, job security, flexibility, work intensity, artificial intelligence and meaningful work. This infographic focuses on Terms of Employment.

### LIKELIHOOD OF JOB LOSS

PERCEIVED CHANCE OF JOB LOSS IN THE NEXT 12 MONTHS, NI AND UK



NI workers enjoy higher job security than the UK overall. Among disabled workers, 45.5% anticipate possible job loss in the next year, compared to 7% of non-disabled workers.



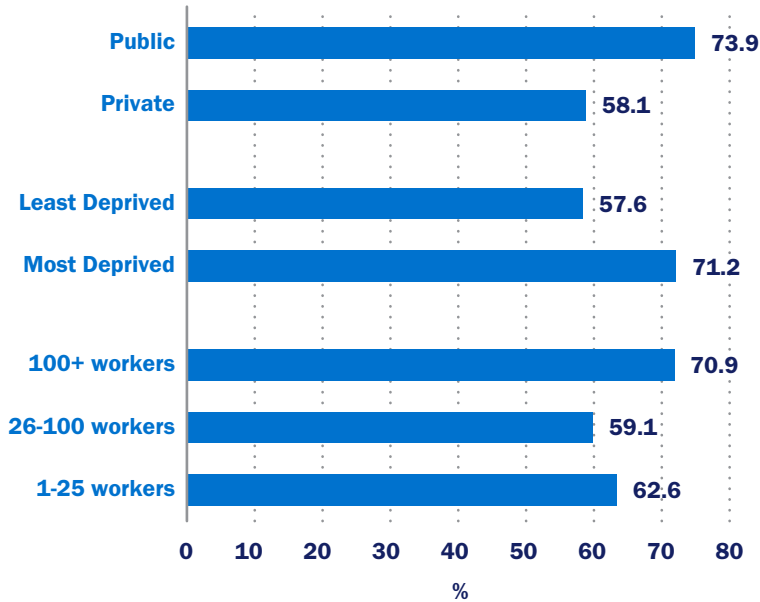
Home (31.5%) and mobile workers (24.2%) in NI anticipate possible job loss as more likely than hybrid (4.7%) and fixed place workers (0.7%).



Within NI males, over 50s and those in poorer health were also more likely to report potential job loss.

## COST OF JOB LOSS

### PERCEIVED BELIEF OF FINDING A JOB AS GOOD AS THEIR CURRENT ONE WITHIN 12 MONTHS



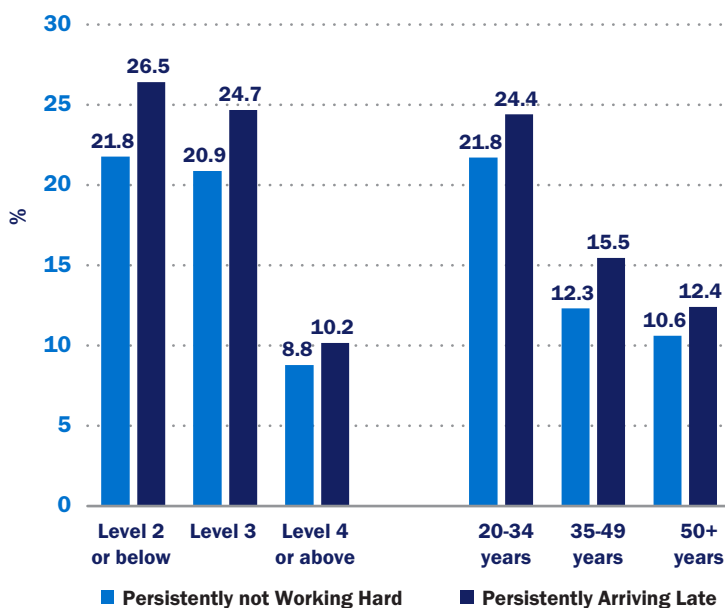
64.9% of NI workers believe it would be difficult to find a job as good as their current one, marginally higher than across the UK (62%). The perceived cost of job loss is particularly high in the public sector (73.9%), employees working in large companies (70.9%) and those from the most deprived areas (71.2%).



Occupational differences: managerial and professional roles recorded the highest rate at 67.4%, compared with 58.1% among those employed in sales, operative and elementary occupations.

## JOB DISMISSAL

### LIKELIHOOD OF JOB LOSS IN NI



Higher risk of dismissal among 20-34-year-olds and those with Level 2 or lower qualifications.



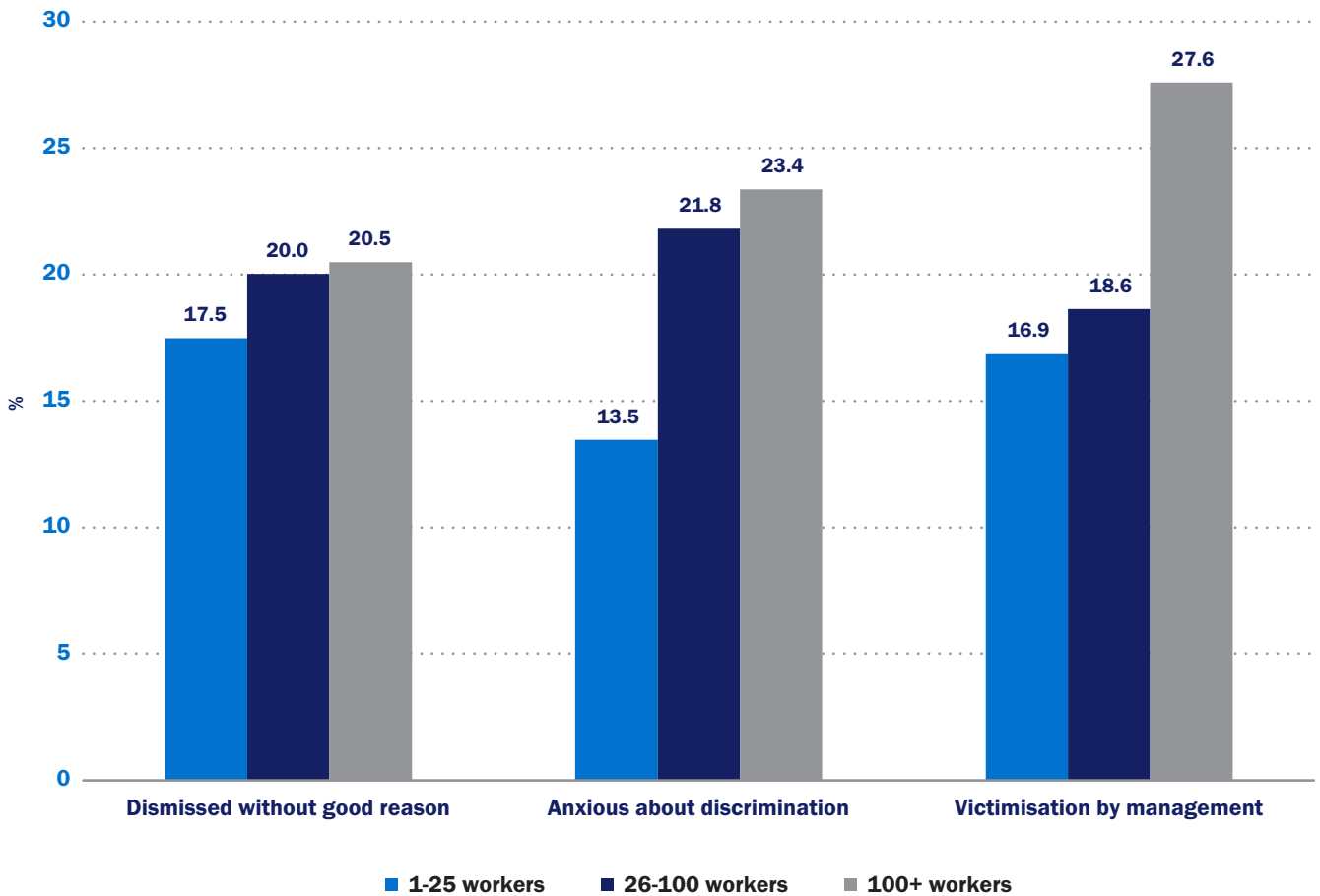
Hybrid workers are less than half as likely to be dismissed for lateness (9%) compared to home, mobile and fixed-place workers. Males report higher perceived rates of dismissal than females across both themes.



NI's public sector has the highest job security, cost of job loss, and lowest dismissal risk. Workers in sales, operative and elementary roles face especially high perceived dismissal risks.

## DISCRIMINATION IN THE WORKPLACE

### POSSIBILITY OF DISMISSAL WITHOUT GOOD REASON BY EMPLOYER SIZE



Around 1-in-5 workers report anxiety about unfair dismissal, discrimination or victimisation by management.



Anxiety is higher among workers with limiting ill-health conditions and those in lower-skilled occupations.



The most deprived quintile feels least anxious about unfair dismissal (10.8%), however this quintile is the highest across the UK (27.2%).



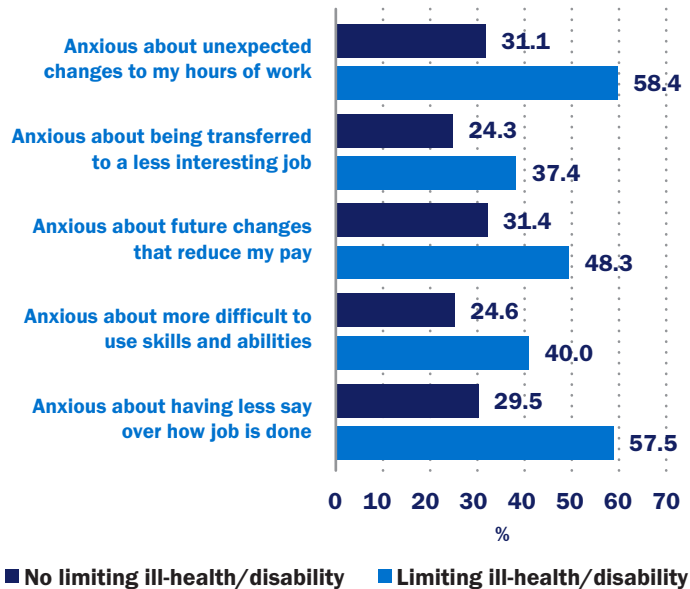
Those with a disability in NI have higher fears of victimisation by management (36.1%) than those without (20.1%).



Higher anxiety is seen in the public sector across all metrics.

## EMPLOYMENT ANXIETY

### ANXIETIES REGARDING EMPLOYMENT IN NI



NI workers experience slightly higher employment anxiety across several areas compared to the UK average, including how their job is done and changes which reduce their pay.



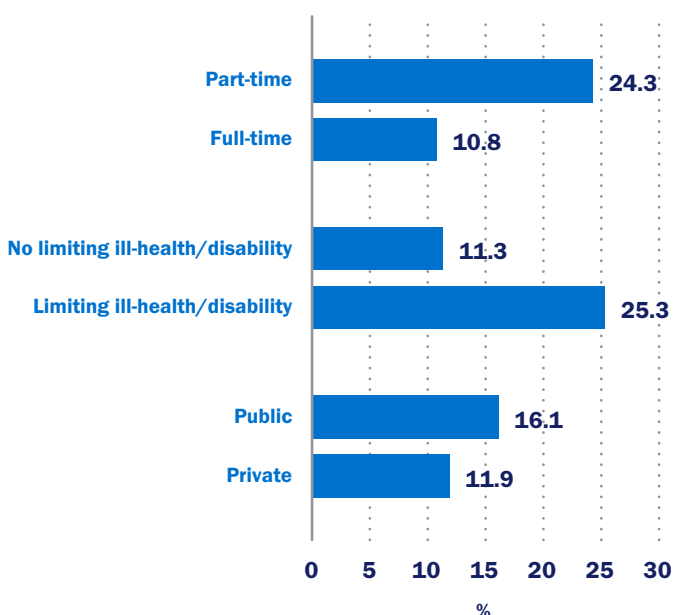
Those with disabilities, lowest qualifications and public sector workers experience higher anxieties across all measures.



Employees of large firms (100+ employees) report notably higher concerns about using their skills and abilities (35.6%) and being transferred to a less interesting job (32.0%) compared to those in smaller firms (18.1% and 21.6%, respectively).

## WORKING HOURS ANXIETY

### RESPONDENTS WHO WOULD LIKE TO WORK MORE HOURS BY SELECTED CHARACTERISTICS (%)



In NI 24% of workers would prefer to work fewer hours and 7% of workers experienced reductions in hours at short notice. 14% would like to work more hours.



Workers in the public sector are more likely to seek additional hours (16.1%) than private (11.9%), which is opposite to the UK trend. Part-time workers and those with disabilities are twice as likely to want to work more hours than full-time and those without a disability.



Fewer NI workers want to cut hours compared to the UK (23.5% vs. 28.4%) but more want extra hours (13.7% vs. 11.2%).



20% of NI workers in sales, operative and elementary roles experienced short-notice reductions in hours.