

SKILLS AND EMPLOYMENT SURVEY 2024:

JOB DESIGN AND THE NATURE OF WORK

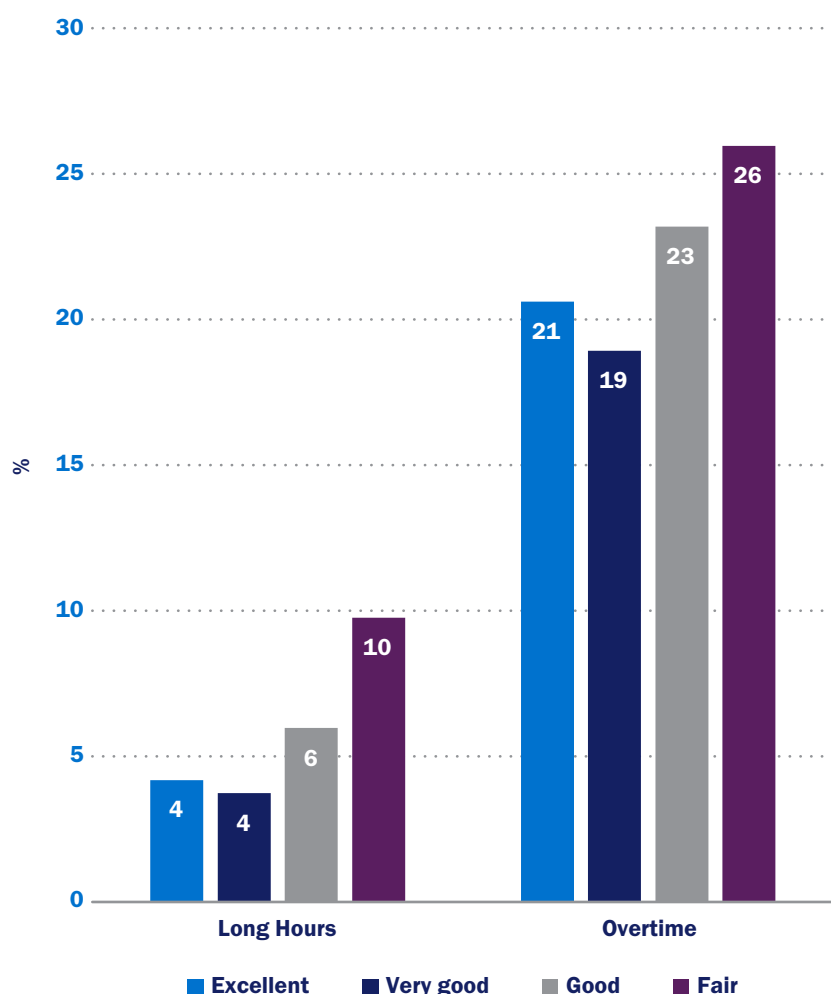


Department for the
Economy
An Roinn
Geilleagair
www.economy-ni.gov.uk

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 work intensity, task content, autonomy and technology.

WORKING HARD

WORKING HOURS BY HEALTH CONDITION



In NI, 1 in 20 workers work long hours (>48hrs pw).



Within NI, working long hours is more prevalent amongst those over 50 (10%).



Home workers were much more likely to work long hours (17%) than hybrid (1.7%), mobile (7.6%) or fixed place workers (2.2%).



21% of workers in NI have to work extra time beyond their contracted hours.



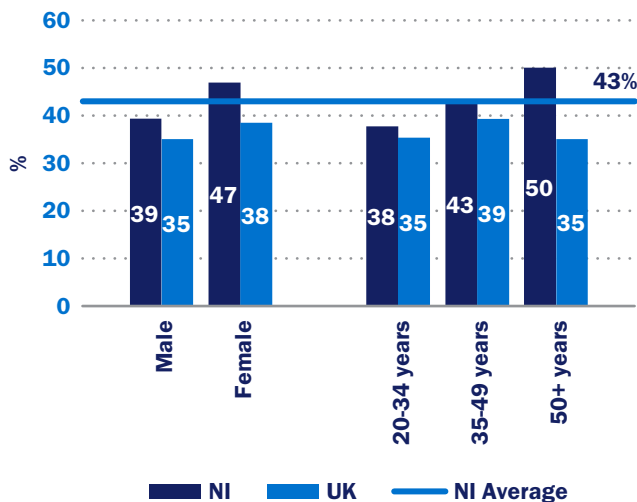
For individuals working extra time, prevalence is higher for those qualified to level 4 and above (27%) compared to those with lower qualifications.



For those working long hours and overtime, prevalence in NI increases for men, over 50s and those who define their health as "fair".

INTENSIVE EFFORT

WORK INTENSITY CHARACTERISTICS



43% of employees in NI strongly agree that they work very hard; 6.2pps higher than the UK overall. Workers in NI are also more likely to agree that they work under a great deal of tension than those in the UK (24% and 21% respectively).



Females (47%) are more likely to report they work hard than males (39%).



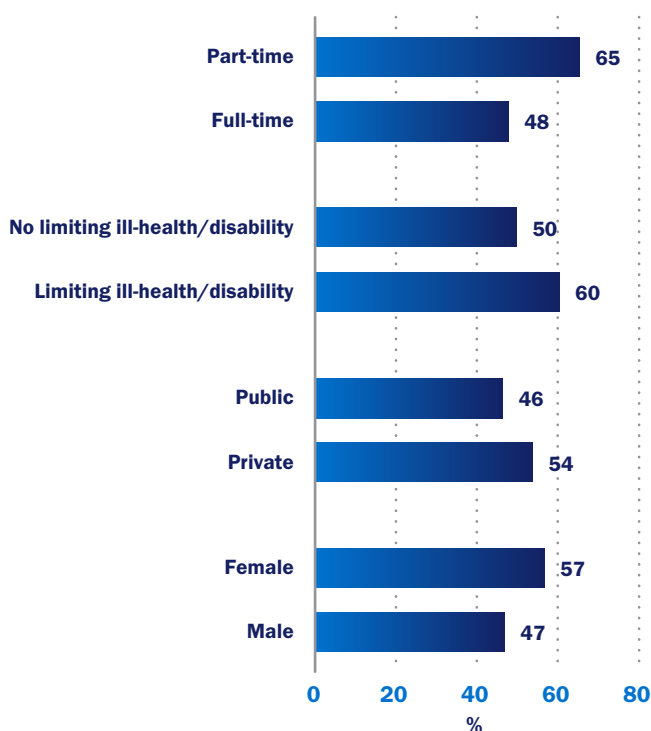
Older workers are more likely to work hard: those aged 50+ were 15pps more likely to agree they work hard in NI than the UK average.



Those working in the public sector (45%) are more likely to agree that they work very hard than those in the private sector (38%).

REPETITION AND VARIETY OF TASKS

REPETITION IN WORK TASKS



In NI 51.5% of employees carry out short, repetitive tasks routinely as part of their job, higher than the UK average (48%).



NI has a high proportion of those "always" carrying out short repetitive tasks in work (18%). Just over one in five workers (23%) have low levels of variety in their jobs.



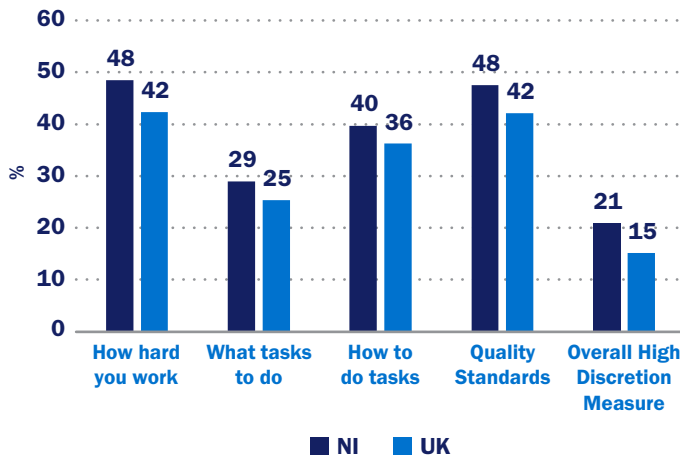
There is a high level of employees carrying out short repetitive tasks in workers who are in a fixed location (67%), part-time (65%), in smaller companies (62%), 20-34 year olds and those with a limiting ill health condition (both 60%), females (57%) and those with low qualifications (64%).



Workers with low levels of variety in their job include younger workers (30%), those with a limiting ill health condition (31%), part-time workers (40%), small businesses (26%) and the private sector (26%).

JOB DISCRETION

JOB DISCRETION – NI AND UK COMPARISON



Levels of job discretion are highest for how hard employees work and the quality standards to which they work (both 48%), and lowest with respect to what task workers perform (29%).



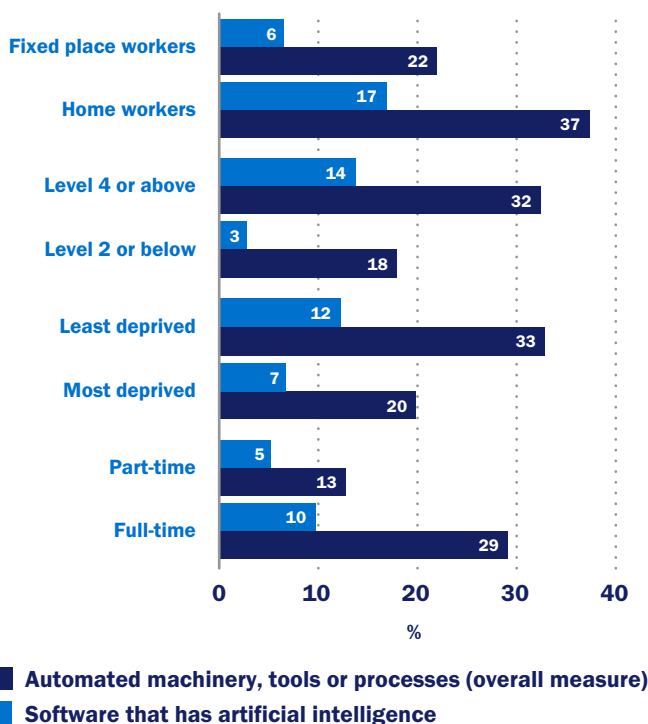
Across all four measures of job discretion, NI has higher levels than the UK. Higher discretion is seen across all occupations, industries and work locations in NI than the UK overall.



High discretion is relatively high amongst the 50+ age group (24%), full-time workers (22%) and those in smaller businesses (28%).

ADVANCED TECHNOLOGIES

ADVANCED TECHNOLOGIES USE OF AUTOMATED MACHINERY AND AI



The proportion of workers using AI software is lower in NI than the UK average (9% versus 13%). Workers in the private sector, men, large businesses, those who are full-time and in the least deprived areas are more likely to use AI software.



Engagement with advanced technologies in work are higher amongst men, younger workers, those working full time, private sector workers, those working in larger organisations and those with higher qualifications.



The use of computerised equipment can impact work intensity. In NI, the largest impact is the use of the equipment to monitor work (14%) and to track duration of work (10%). This was more prominently reported by males, full-time workers and those in the private sector.