

SKILLS AND EMPLOYMENT SURVEY 2024:

Health, Safety and Psychological Well Being

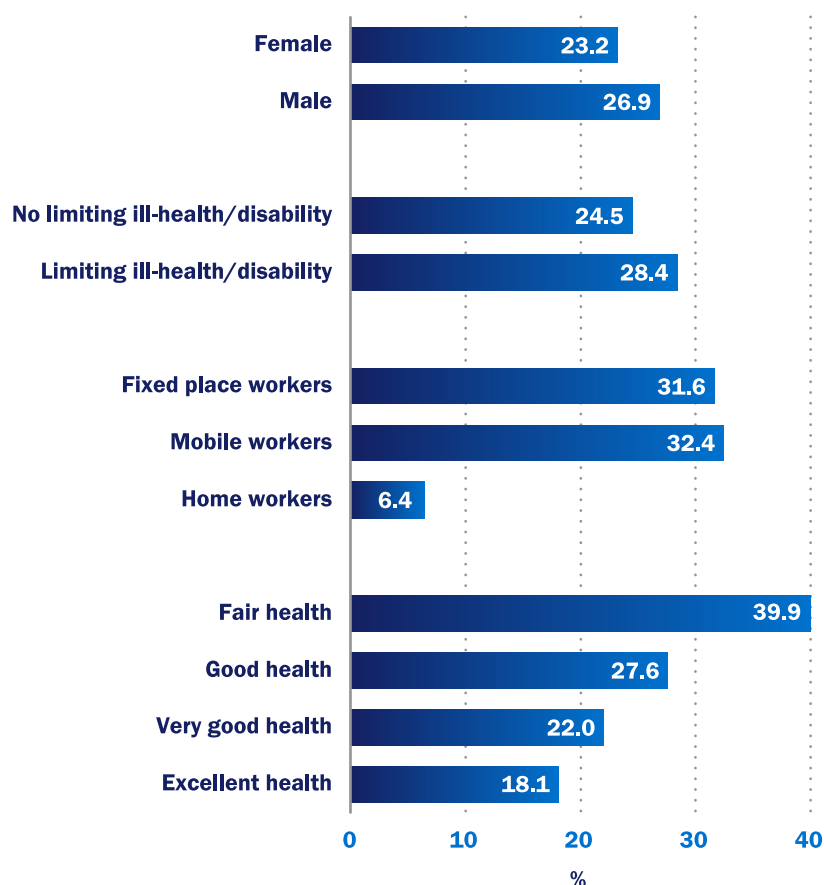


Department for the
Economy
An Roinn
Geilleagair
www.economy-ni.gov.uk

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 Health, Safety and Psychological Well Being.

HEALTH AND SAFETY

PERCEIVED HEALTH AND SAFETY RISK BY WORK CHARACTERISTIC



25.1% of individuals in NI believe their health and safety is at risk due to their work.



This perception is higher among males (26.9%) and those with limiting ill-health or disabilities (28.4%).



Home workers report the lowest risk to their health and safety because of their work at 6.4%, while mobile workers (32.4%) and fixed place workers (31.6%) have the highest percentages.



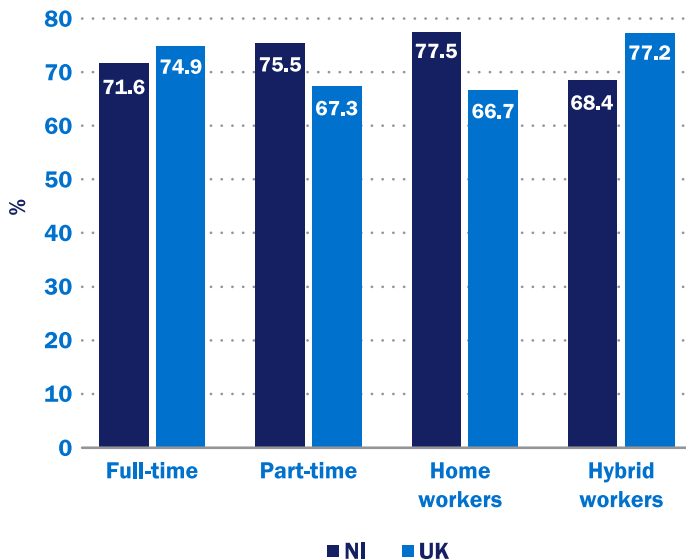
Public sector workers report a higher risk to their health and safety due to their work compared to the private sector (22%).



Perceived health and safety risk declines as overall health improves.

WORKING WHILE SICK

**WORKING WHILE SICK IN NI AND UK
BY JOB TYPE AND LOCATION**



In NI 72% of workers reported working while sick. A higher proportion of part time workers in NI (75.5%) report working while sick, notably higher than the UK overall (67.3%).



Among home workers, 77.5% in NI report working while sick compared to 66.7% across the UK. Hybrid workers show the opposite trend, while fixed place workers in NI and UK have similar figures.



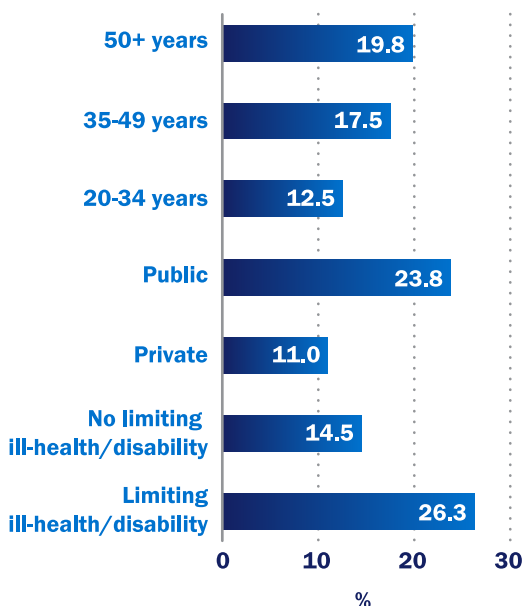
In NI, 75.1% of those with level 4 or above qualifications have worked while sick. A lower proportion of workers, 67.9%, with level 2 or below have worked when they were sick.



Those in the lowest levels of health on average worked 16.1 days when sick, more than double the NI average.

ABUSE AT WORK

WORK RELATED ABUSE



Workplace abuse remains a concern - 16% of workers experienced some form of abuse.



NI reports the lowest rates of physical violence and sexual harassment at work, however bullying and harassment figures remain 2.1pps higher than the UK overall at 12.3%.



Those aged 50+ years report the highest levels of abuse suffered at work (19.8%); these figures are lower in younger age groups.



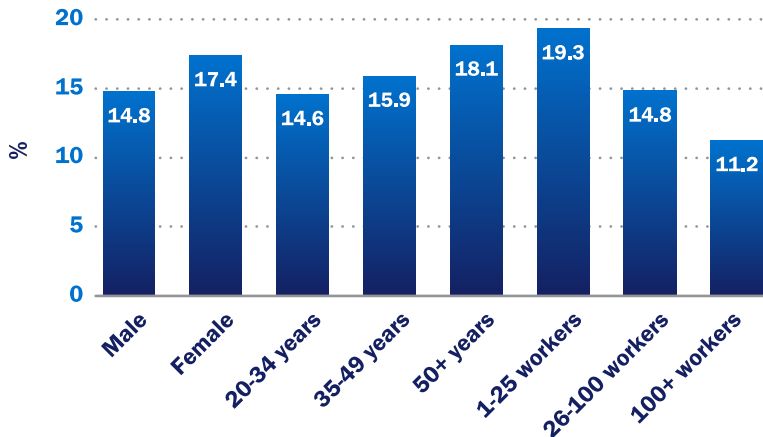
Women (20%) were more likely than men (13%) to experience abuse, and workers with limiting health conditions (26.3%) were particularly vulnerable when compared to those without ill health (14.5%).



23.8% of those working in the public sector have suffered abuse at work compared to 11% of workers in the private sector.

ENTHUSIASM

HIGH ENTHUSIASM LEVELS AMONG WORKERS IN NI



Females in NI (17.4%) report higher enthusiasm for their work than males (14.8%), with both figures exceeding their UK counterparts.



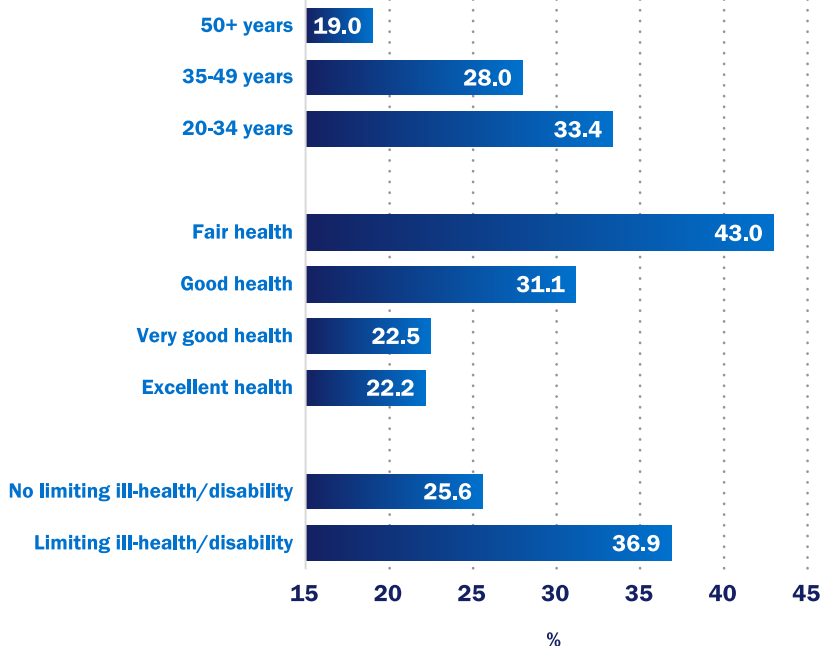
Older workers show greater enthusiasm, with those aged 50+ (18.1%) reporting higher levels than those aged 20-34 (14.6%).



Enthusiasm is highest in smaller workplaces (19.3%) and those who have excellent health (33%).

CONTENTMENT WITH WORK

LOW CONTENTMENT BY AGE AND HEALTH STATUS



Low contentment with work is most common among workers aged 20-34 (33.4%). It declines with age, falling to 19% among those aged 50 and over.



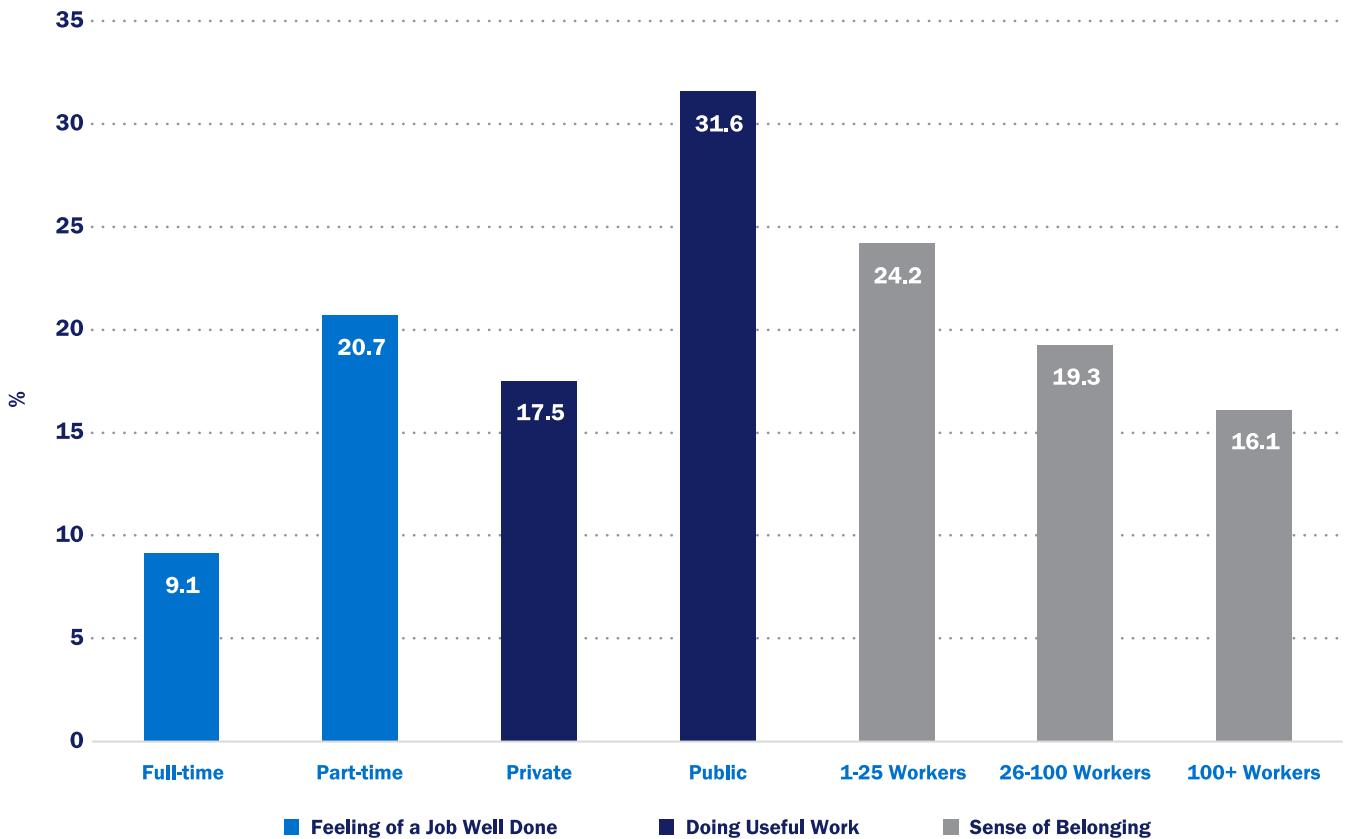
Workers in fair health are more likely to report low contentment at work (43%) than those in excellent health (22.2%).



A similar pattern of low contentment with work is seen among workers with limiting ill health or disabilities, with 36.9% reporting low contentment compared with 25.6% of workers with no limiting ill health or disability.

MEANINGFUL WORK

INDICATORS OF MEANINGFUL WORK BY WORK CHARACTERISTIC



In NI, most workers report that their jobs involve worthwhile, significant and useful tasks with 56.8% saying their work gave them a feeling of a job well done, 67.3% believed it was useful work and 57.4% saying it provided a sense of belonging “always or most of the time”.



Scores on all three indicators were highest among females and home workers, compared with males and those working in alternative locations. Older workers are more likely than younger workers to report positive workplace experiences.



Part-time workers (20.7%) were more likely than full-time workers (9.1%) to say their work gives them a feeling of a job well done.



Public sector workers (31.6%) are almost twice as likely as those in the private sector (17.5%) to report that their jobs give them the feeling of doing useful work.



Employees in smaller organisations report a stronger sense of belonging (24.2%) than those in medium (19.3%) and larger firms (16.1%).