

SKILLS AND EMPLOYMENT SURVEY 2024:

SOCIAL SUPPORT, COHESION AND COMMITMENT

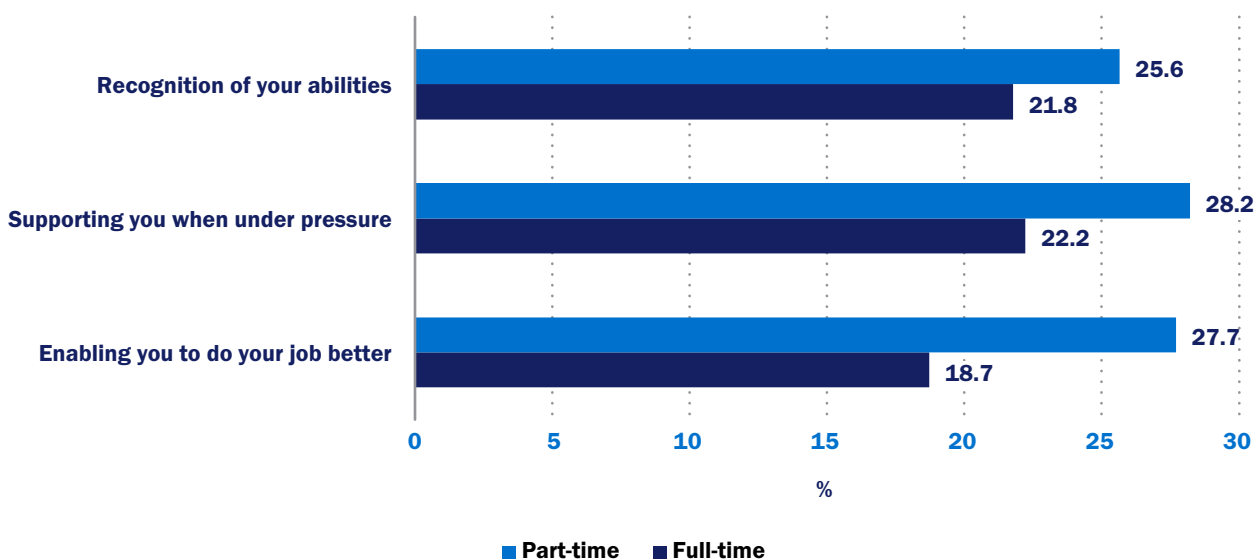


Department for the
Economy
An Roinn
Geilleagair
www.economy-ni.gov.uk

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 Social Support, Cohesion and Commitment.

MANAGERIAL RESPECT AND SUPPORT

HOW HELPFUL IS YOUR MANAGER IN:



Females report higher levels of help in enabling them to do their job better, support under pressure and recognition of their abilities compared to males in NI.



Those with a disability report lower rates than those without a disability for the three characteristics, whereas in the UK they are roughly equivalent.



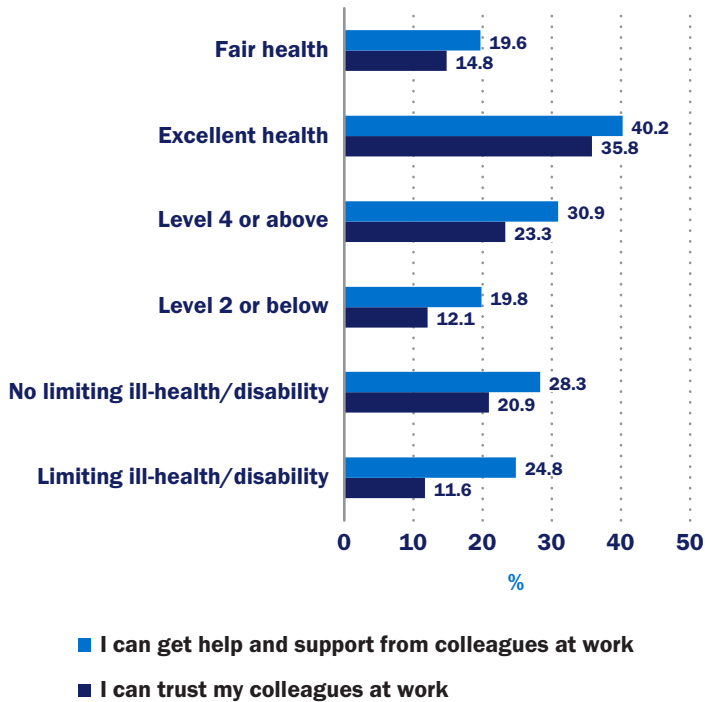
NI workers overall have a lower perceived level of respect from their boss than in the UK, at 39.8% compared with 45.8%. From a health perspective, those with 'fair' health reported the lowest levels (31.3%); well below those in 'excellent' health (57.5%).



Part-time workers experience higher levels of help from management which enables them to do their job better, support under pressure and recognition of their abilities.

CO-WORKER SUPPORT

TRUST/HELP FROM COLLEAGUES



Social connectedness has been demonstrated to play a crucial role in determining whether workers regard their jobs as being meaningful.



The most deprived quintile reports higher rates of help and support from colleagues than the least deprived quintile, at 37.2% compared to 29.1%.



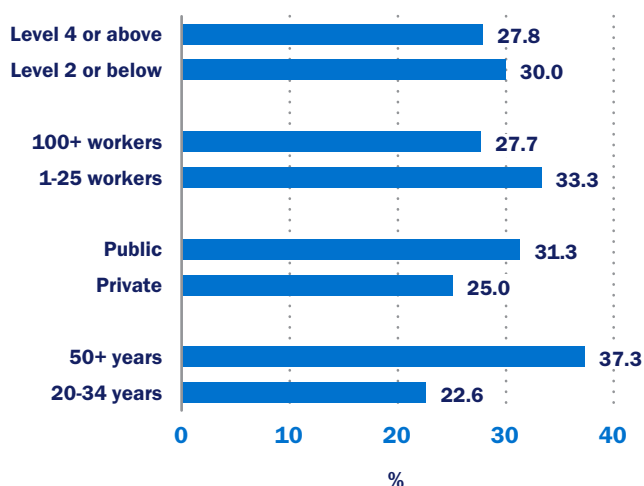
Those with excellent health, without a disability and with a level 4 or above qualification report higher rates in both trust and support than those with 'fair' health, a disability or a level 2 or below qualification.



Those in the public sector also report higher rates of help and support from colleagues than those in the private sector at 30.7% compared to 25.5%, although across the UK 34.3% of those in the private sector report this compared to 30.7% in the public sector.

ORGANISATIONAL COMMITMENT

COMMITMENT TO ORGANISATION



NI reports a slightly higher rate of organisational commitment than the UK (27.7% compared with 25.5%). Organisational commitment reflects an employee's psychological attachment, loyalty, and intention to remain with their organisation.



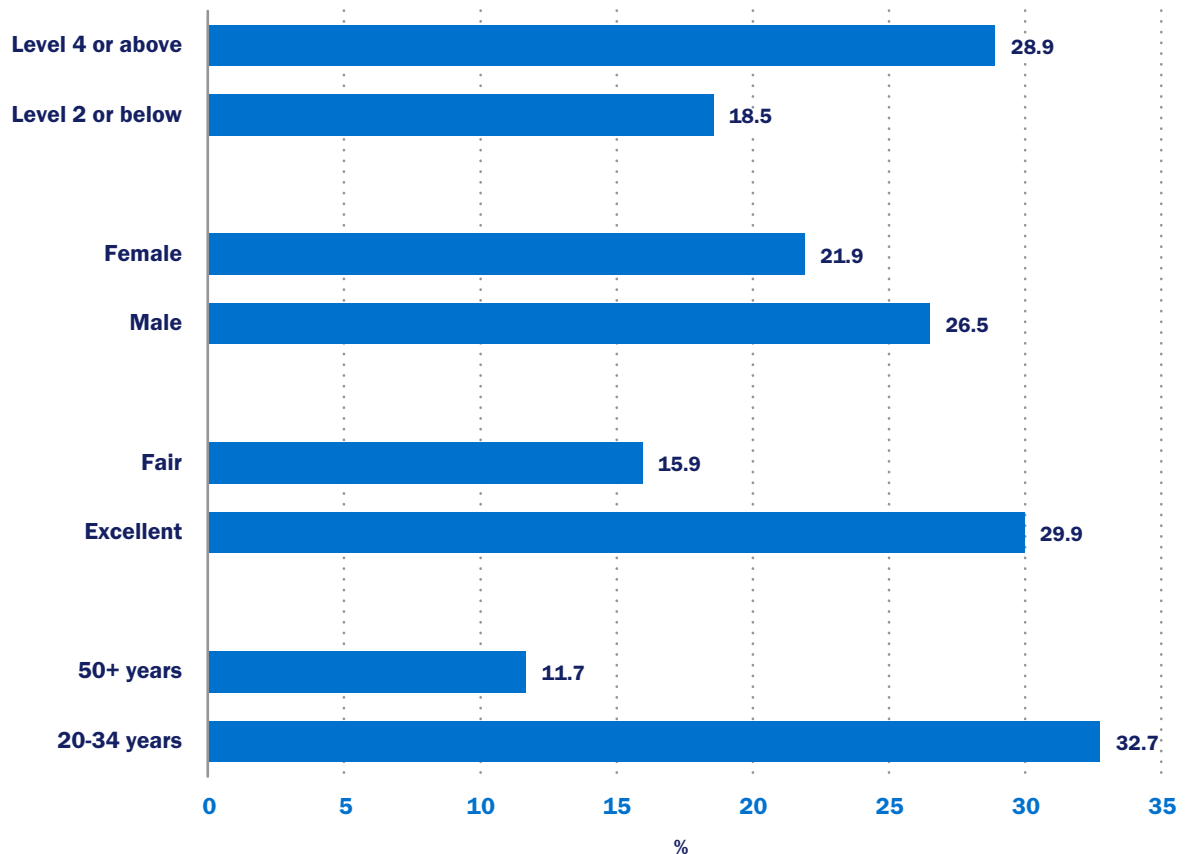
The largest observed difference is between those aged 50+ and those aged 20-34, at 14.7pps, a larger gap than that observed across the UK.



From an industry perspective, those working in the education and health sector have the highest rates of organisational commitment in NI.

PROMOTION PROSPECTS

PROSPECTS OF PROMOTION



A key aspect of good work is the opportunity for career progression.



Workers in smaller sized firms, those with 1-25 employees (13.3%), have less than half the perceived belief in promotion than those in larger sized firms with over 100 employees (30.3%).



Notable differences are also seen with part-time and full-time workers, at 17.3% and 26.2% respectively.



18.5% of those with a level 2 or below qualification have a perceived belief of a promotion, compared with 28.9% of those with a level 4 or above qualification.



Those aged 20-34 and 50+ have a gap of 21pps, with higher opportunities for younger workers.



Workers in the public sector have higher perceived beliefs of promotions than those in the private sector, alongside those with 'fair' health reporting almost half the rate of those with 'excellent' health.