

Good jobs: What are they and how do we get more?

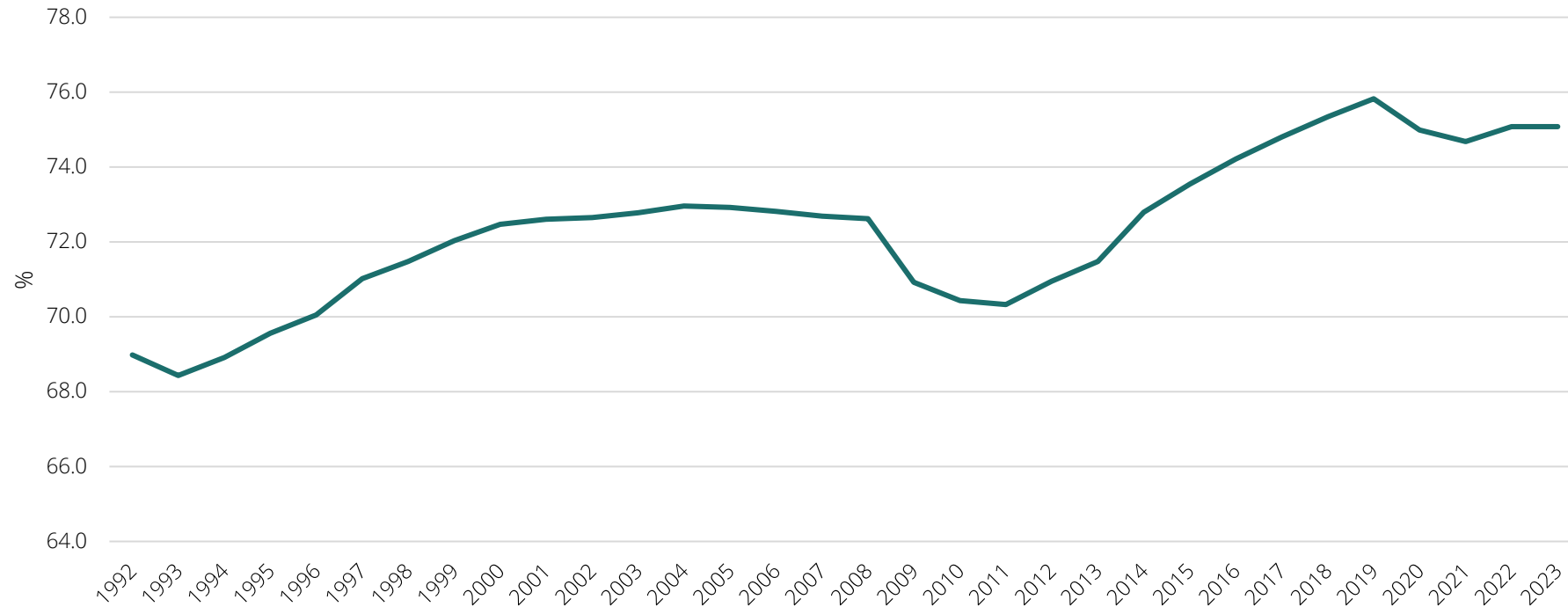
23rd May 2024

Email: lisa.wilson@nerinstitute.net

Summary

- Context
- The policy and political interest.
- The policy framework.
 - More ‘good jobs’.
 - Make better poor quality jobs.
 - Raise the statutory floor.
 - Equality, diversity & inclusion
- Wilson, L. (2024) Good Jobs: What are they and how do we get more?, NERI Research Report, Belfast: NERI (forthcoming).

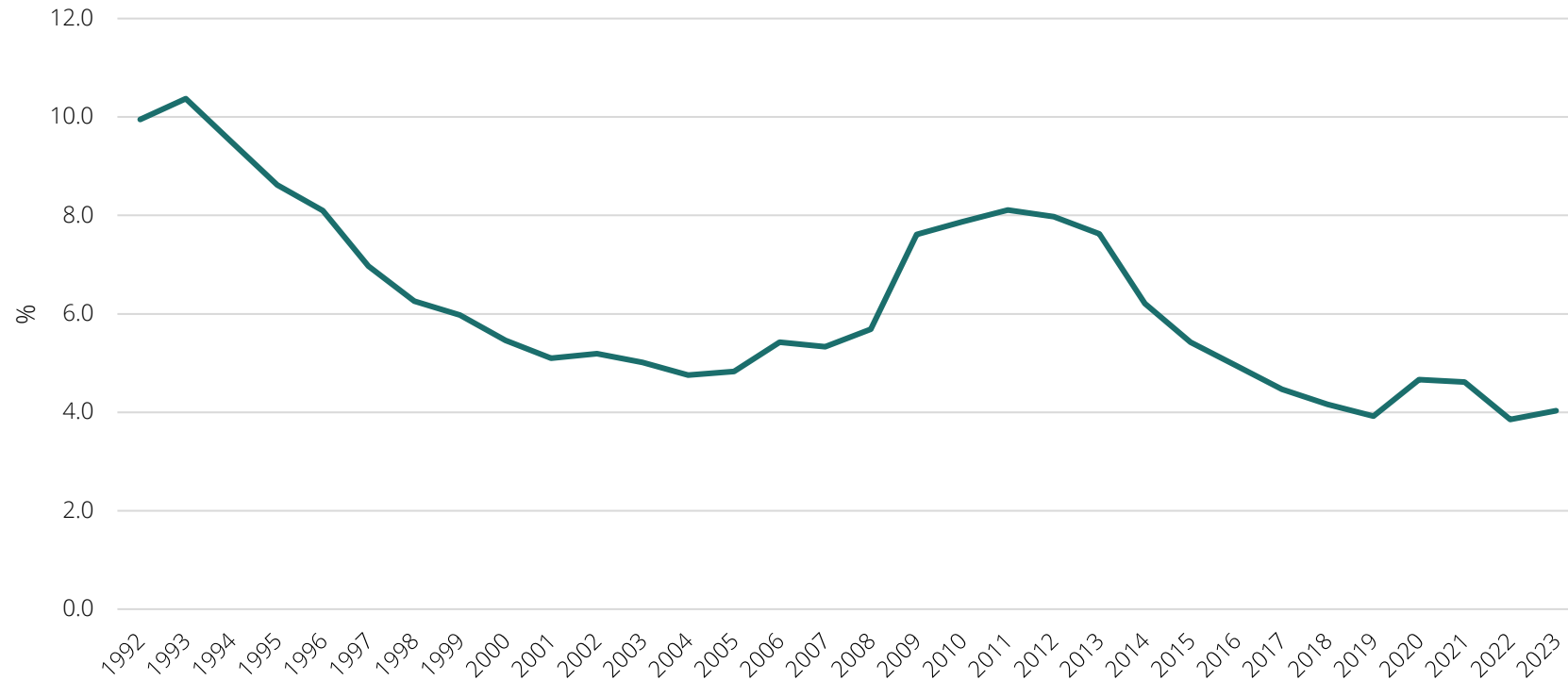
The context...



Northern Ireland Employment Rate (16-64) 1992-2023

Source: Wilson, L. and Mac Flynn, P. (2024) *Labour market observer: Job Quality in Northern Ireland*, NERI Report (forthcoming).

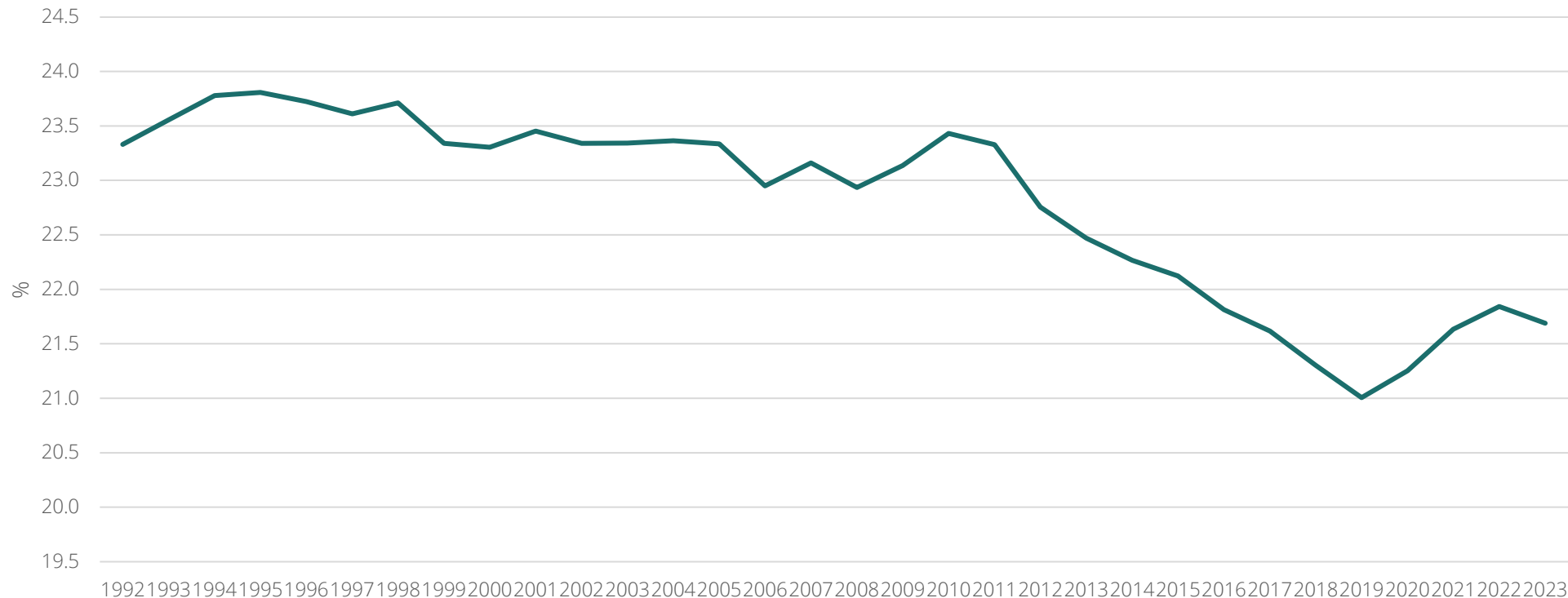
The context...



Northern Ireland Unemployment Rate (16+) 1992-2023

Source: Wilson, L. and Mac Flynn, P. (2024) *Labour market observer: Job Quality in Northern Ireland*, NERI Report (forthcoming).

The context...



Northern Ireland Economic Inactivity Rate (16-64), 1992-2023

Source: Wilson, L. and Mac Flynn, P. (2024) *Labour market observer: Job Quality in Northern Ireland*, NERI Report (forthcoming).

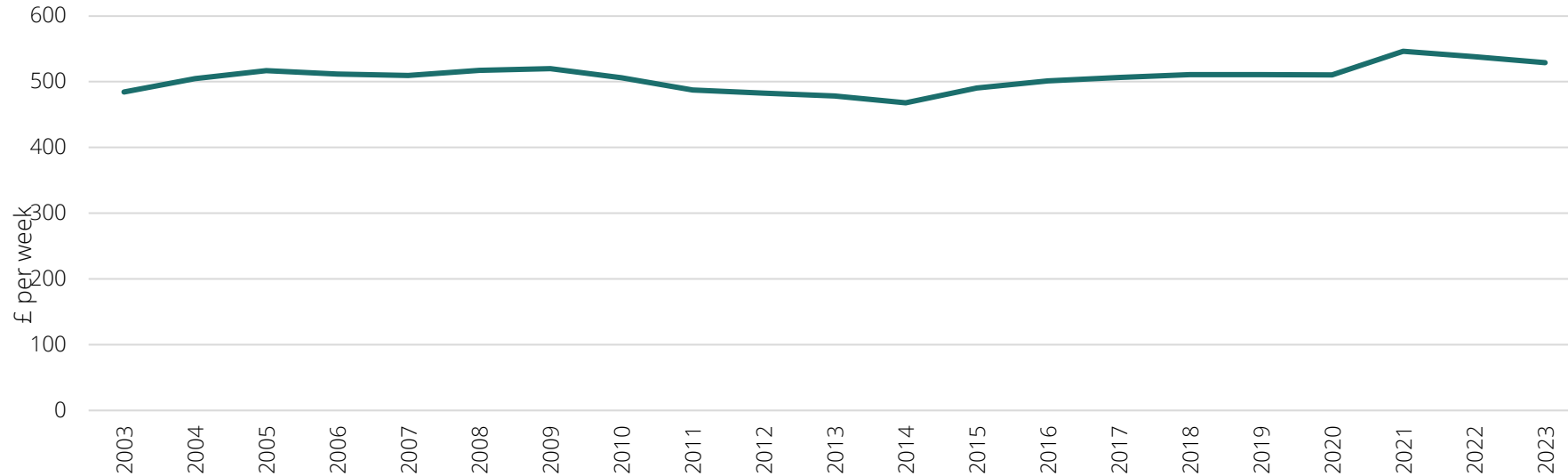
The context....

	%
Paid Below the National Living Wage/ National Minimum wage	1.3
Paid at or below the National Living Wage/ National Minimum wage	7
Below two-thirds median hourly earnings	11.2
Paid Below the Real Living Wage	15.5

Low Pay, 2023

Source: Wilson, L. and Mac Flynn, P. (2024) *Labour market observer: Job Quality in Northern Ireland*, NERI Report (forthcoming).

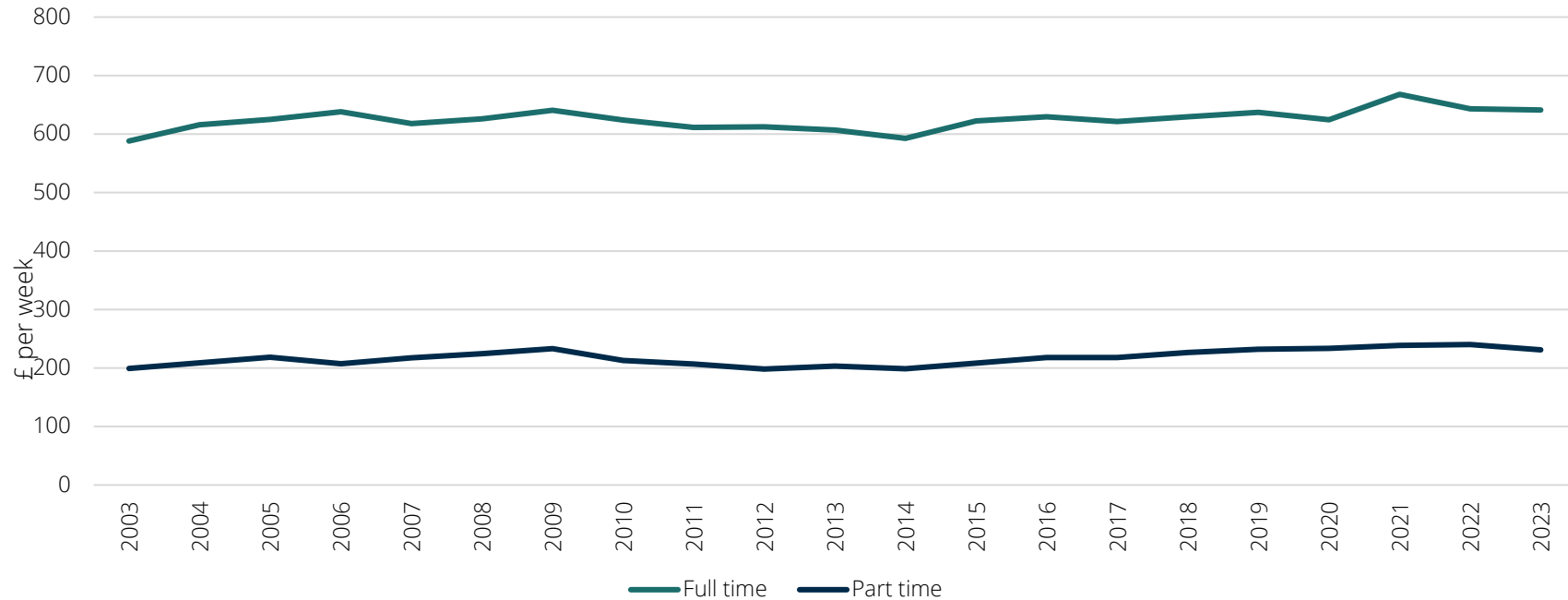
The context....



Stagnating wages, 2023

Source: Wilson, L. and Mac Flynn, P. (2024) *Labour market observer: Job Quality in Northern Ireland*, NERI Report (forthcoming).

The context....



Stagnating wages, 2023

Source: Wilson, L. and Mac Flynn, P. (2024) *Labour market observer: Job Quality in Northern Ireland*, NERI Report (forthcoming).

The context....

	2005	2008	2011	2014	2017	2020	2023
	%	%	%	%	%	%	%
Employment arrangement							
Self-employed	16.1	14.8	15.4	14.9	15.2	13.8	12.4
Part-time	21	22.3	24	23.1	24.4	24.2	23.3
Precarious form of employment							
Temporary	6.5	6.1	4.8	7	6.8	5.5	5.3
Zero-hours contract						2.9	3.3
Type of temporary work							
Casual work	27.6	27	25.4	26.8	24.7	16.7	22.5
Seasonal work	13.6	7.2	5.7	5.3	8.9	4.6	7.3
Employment agency	5.5	9.9	16.9	16.7	9.7	15.4	18
Fixed period/fixed task							39.6
Some other way							12.6
Involuntary under or temporary employment							
Involuntary temporary employed (% of temporary)	31.6	26.9	60.8	44	36.1	40.9	31.2
Involuntary part-time employment (% of part-time)	9.3	11.5	21.1	18.4	13.4	14.3	11.2
Working hours							
Very Long (49+)	22.6	25.7	23.5	23.4	22.4	21.1	16.5

Working arrangements, working time and precarious forms of employment, 2005-2023

Source: Wilson, L. and Mac Flynn, P. (2024) *Labour market observer: Job Quality in Northern Ireland*, NERI Report (forthcoming).

The context....

	2005	2008	2014	2017	2020	2023
Northern Ireland	10.8	5.7	6.5	6.6	5.3	3.8
United Kingdom	13	9.3	9	7.8	8.1	8.3

Job-related training in the last 3 months

In 2022-23 only 60% of workers either agreed or strongly agreed that their job offered them opportunities for career progression.

Skills, training & opportunities for career progression, 2023

Source: Wilson, L. and Mac Flynn, P. (2024) *Labour market observer: Job Quality in Northern Ireland*, NERI Report (forthcoming).

Policy (& political interest)

- Since 2015, politicians and policy makers in Northern Ireland have taken interest with issue of job quality.
- It has featured high on the agenda of political agreements and high-level policy strategies.
- Minister for Economy Simon Hamilton: 'I will take every opportunity I can to create more and better jobs and raise peoples incomes'.
- Development of 'Better jobs index'.
- Good jobs are described in the New Decade New Approach Agreement 2020 [page 44], as ones *"where workers have a voice that provides a level of autonomy, a decent income, security of tenure, satisfying work in the right quantities and decent working conditions"*.
- *10X Economic strategy 'deliver improved outcomes for all including better jobs with better wages for all our people, with a more flexible work environment and a better overall quality of life'.*

Policy (& political interest)

- Most recently, the Minister for Economy in early 2024 set out his vision for the future of the Northern Ireland Economy. In doing so he set out to increase the proportion of working-age people in **'Good Jobs'** as one of his four key priorities.
- Good Jobs is one pillar of four set out in the economic vision, alongside:
 - improving productivity
 - increasing regional balance and;
 - helping decarbonisation.
- **DfE work ongoing to define good jobs & measure progress.**

What's a good job?

Multifaceted concept. Measures of earnings and job satisfaction (JS) widely used by economists as proxy or surrogate indicators of JQ.

Need to decide on conceptual framework.

Numerous different conceptual frameworks have been developed to assess job quality. Broad agreement in the literature that we need both 'traditional' economic extrinsic indicators & other intrinsic attributes.

The majority of jobs combine both negative & positive attributes. It is the combination and interaction of the bad and the good that determines how good or not your job is.

Jobs occupy a position on a spectrum from 'poor' to 'excellent'.

The measurement task – as opposed to the conceptual requirement – is to reveal the variable ways in which good and not so good job characteristics combine, on balance. Then we need to decide how many good things or what combination of good things a worker has to have before we could reasonably say that they have a good job.

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