



Knowledge Exchange Seminar Series (KESS)

...is a forum that encourages debate on a wide range of research findings, with the overall aim of promoting evidence-informed policy and law-making within Northern Ireland



Understanding “good jobs” employees and employers in Northern Ireland

Exploiting the potential of linked administrative and survey data

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Background

- Job quality is gaining increasing attention from governments, policy makers and academics around the world.
- Benefits of quality work: productivity, staff turnover, innovation, living standards/poverty, health & wellbeing, welfare spending, economic growth (Wilson, L, 2004)
- Development of job quality frameworks: OECD, UNECE, Eurofound (Cazes et al., 2015)
- In the UK Carnegie Trust-RSA Framework focuses on seven dimensions of job quality (Carnegie UK Trust and Royal Society of Arts, 2018):
 - Terms of employment
 - Pay and benefits
 - Health safety & psychological wellbeing
 - Job design & nature of work
 - Social support/cohesion
 - Work-life balance
 - Voice and representation

Background- NI Context

- Increasing the percentage of the population in 'good jobs' is identified as a policy priority in the NI Programme for Government (PfG) 2024-27 (NI Executive, 2025).
- NI 'Good Jobs' Employment Rights Bill currently in development.
- NI has committed to the promotion all 'Carnegie Trust-RSA Framework' dimensions of job quality, particular focus has been given to three job quality aspects.
- **DfE has defined a 'good job' as one including:**
 - **A permanent contract**
 - **A non-zero hours contract**
 - **Earning of the Real Living Wage**
- To measure progress towards policy goals and inform further development of policies around job quality, a reliable data infrastructure and associated evidence-base is required.
- Significant potential of linked administrative and survey data within NI Administrative Data Research NI (ADR NI) partnership.



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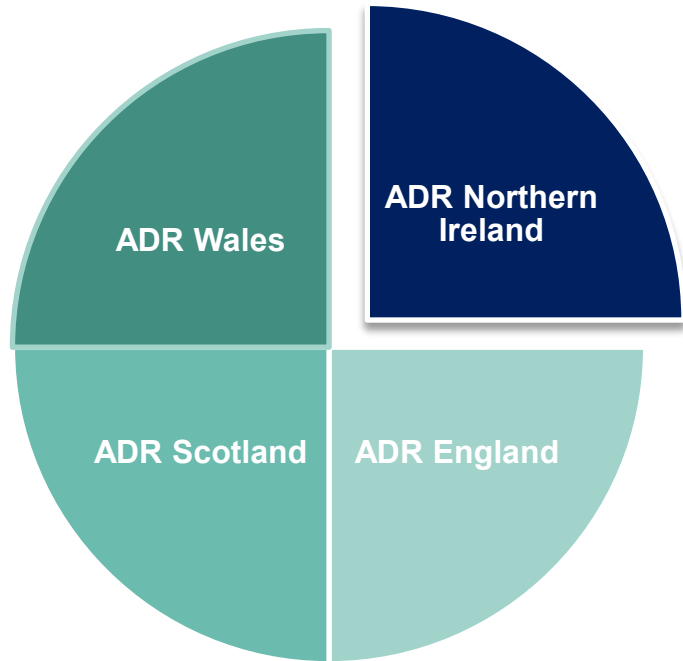


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What is administrative data research?





Government partner



Data access partner



Government partner



Core academic partner



Data access partner



Government & data access partner



Core academic partner



Government partner



Core academic partner



Data access partner



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Data access service



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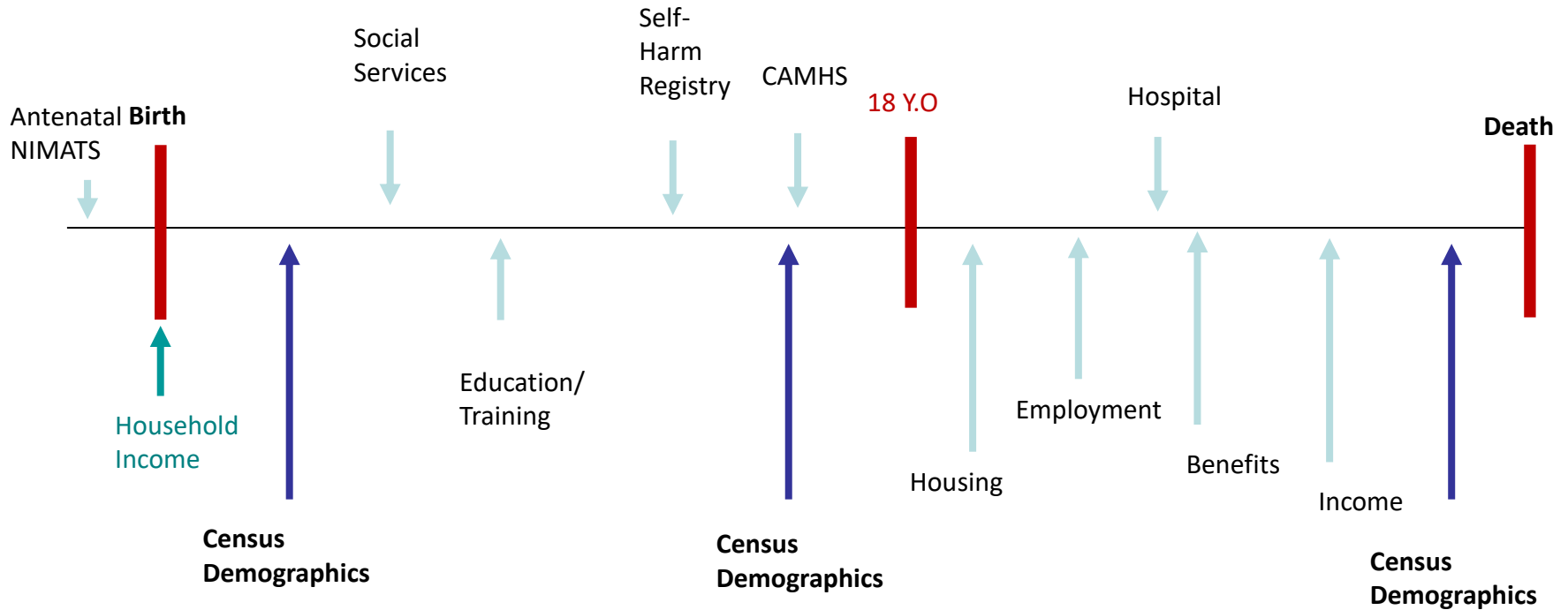


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Routinely collected Public Data



Purpose of this Research

1. Showcase the potential of existing 'flagship' linked business data in NI via the Administrative Data Research NI (ADR NI) partnership.
2. Share preliminary findings from the first phase of analyses, providing insight into:
 - a. The demographic profile of people in 'good jobs'
 - b. The profile of 'good jobs' in relation to business-level characteristics
 - c. The individual and business level characteristics associated with each 'good jobs' indicator.
3. Outline how ongoing research within ADR NI aims to continue to harness valuable linked administrative data with the potential to inform 'good jobs' agenda in NI.

Methods/Data

Information contained in the Business Data for Research - Northern Ireland dataset

Northern Ireland Annual Business Inquiry (NIABI) 2014-2022

Annual survey of
businesses

Business
turnover

Purchase value of
goods, materials
and goods

Total
employment
costs

Northern Ireland Economic Trade
Statistics - sales and exports
statistics

Business Register and Employment Survey (BRES) 2014-2022

Annual survey of
businesses

Employee jobs and
gender information

Working patterns

Business legal
status

Employee jobs by
industry

Employee jobs by
geography

Annual Survey of Hours and Earnings (ASHE) 2014-2022

Earnings by gender

Earnings by
industry

Earnings by work
pattern

Earnings by
occupation

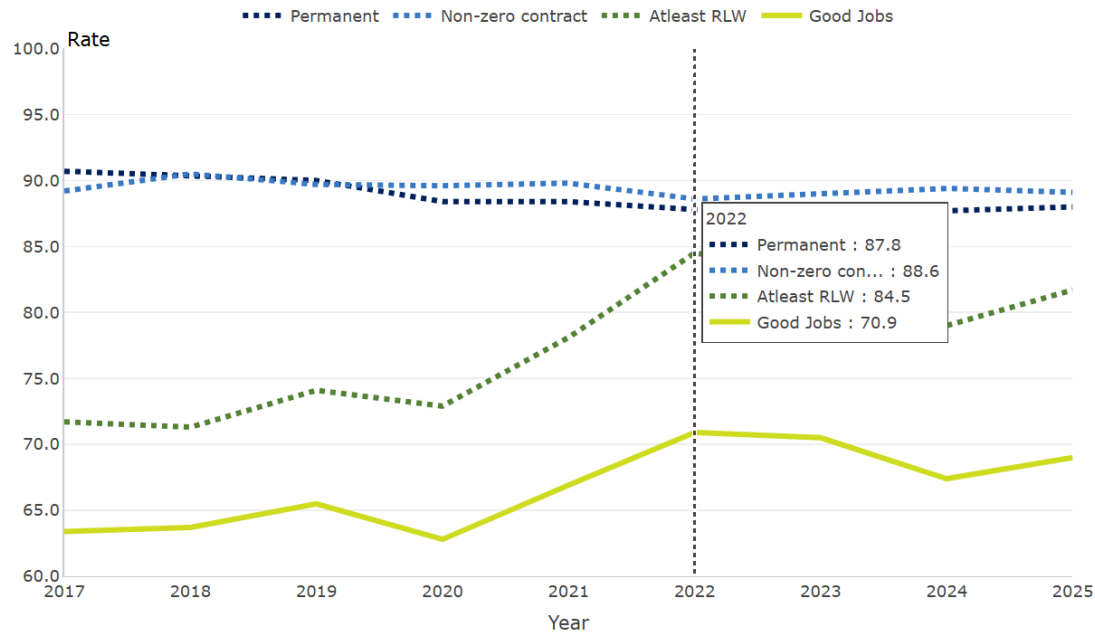
Public and private sector pay



ASHE forms the 'spine' of the linked dataset, with a sample size ranging from approximately 5,500-6,000 jobs each year. Our analysis focused on workers aged 16 and over. More detailed information can be obtained from: [Business Data for Research \(BDR\) | Northern Ireland Statistics and Research Agency](#).



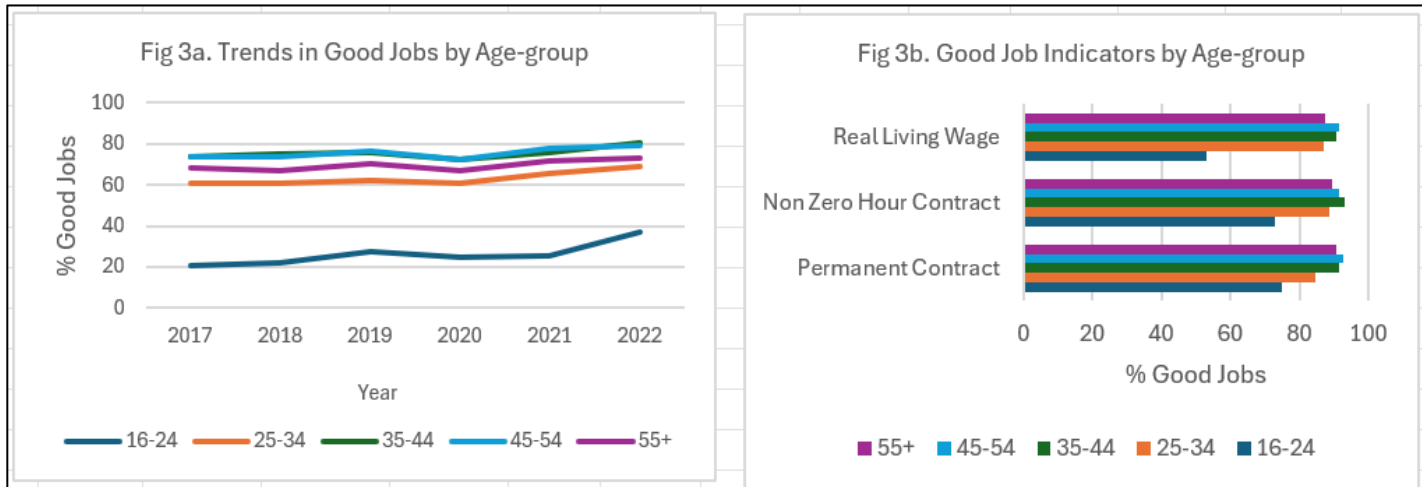
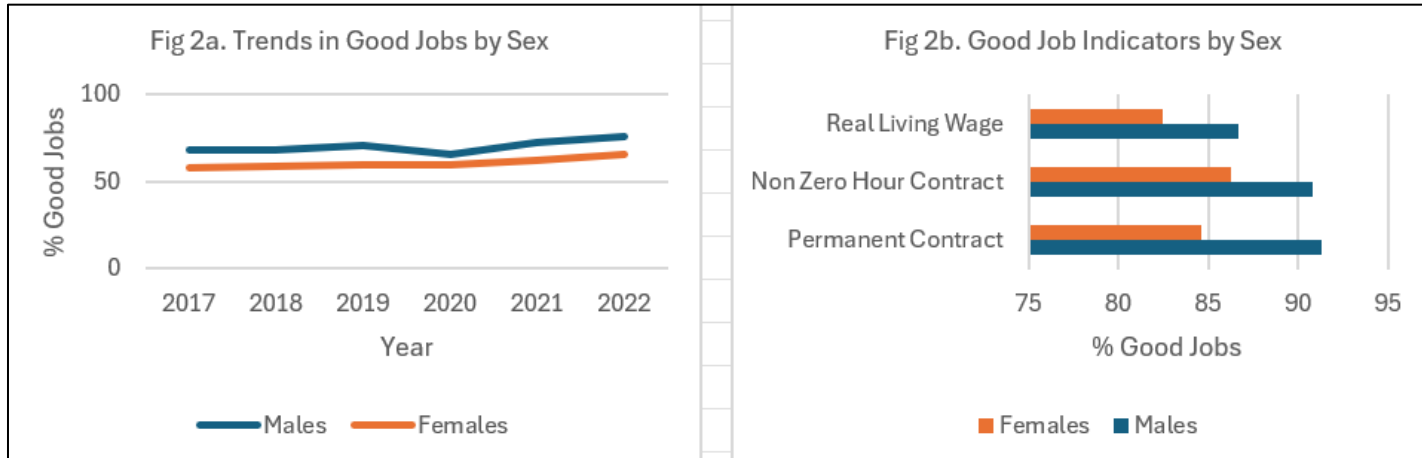
Trends in 'Good Jobs'



<https://datavis.nisra.gov.uk/economy-and-labour-market/good-jobs-northern-ireland-2025.html>

*note DfE's analysis focused on 16-64 year olds

Types of workers in 'Good Jobs'



Types of workers in 'Good Jobs'

Fig 4a. Trends in Good Jobs by Working Pattern

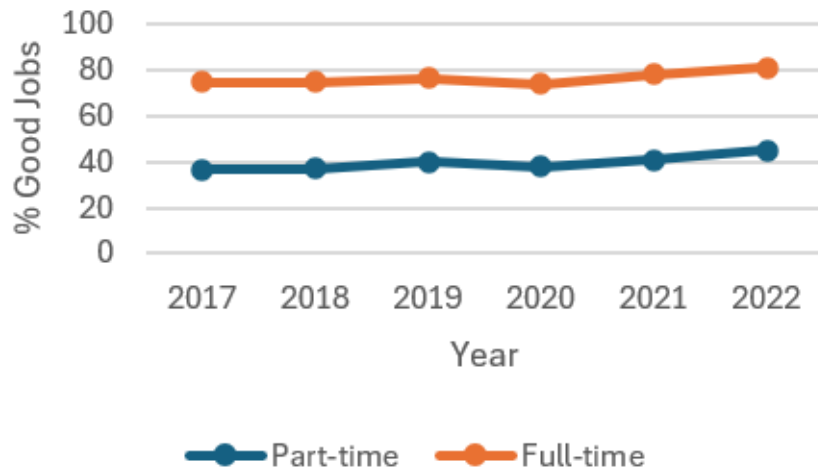
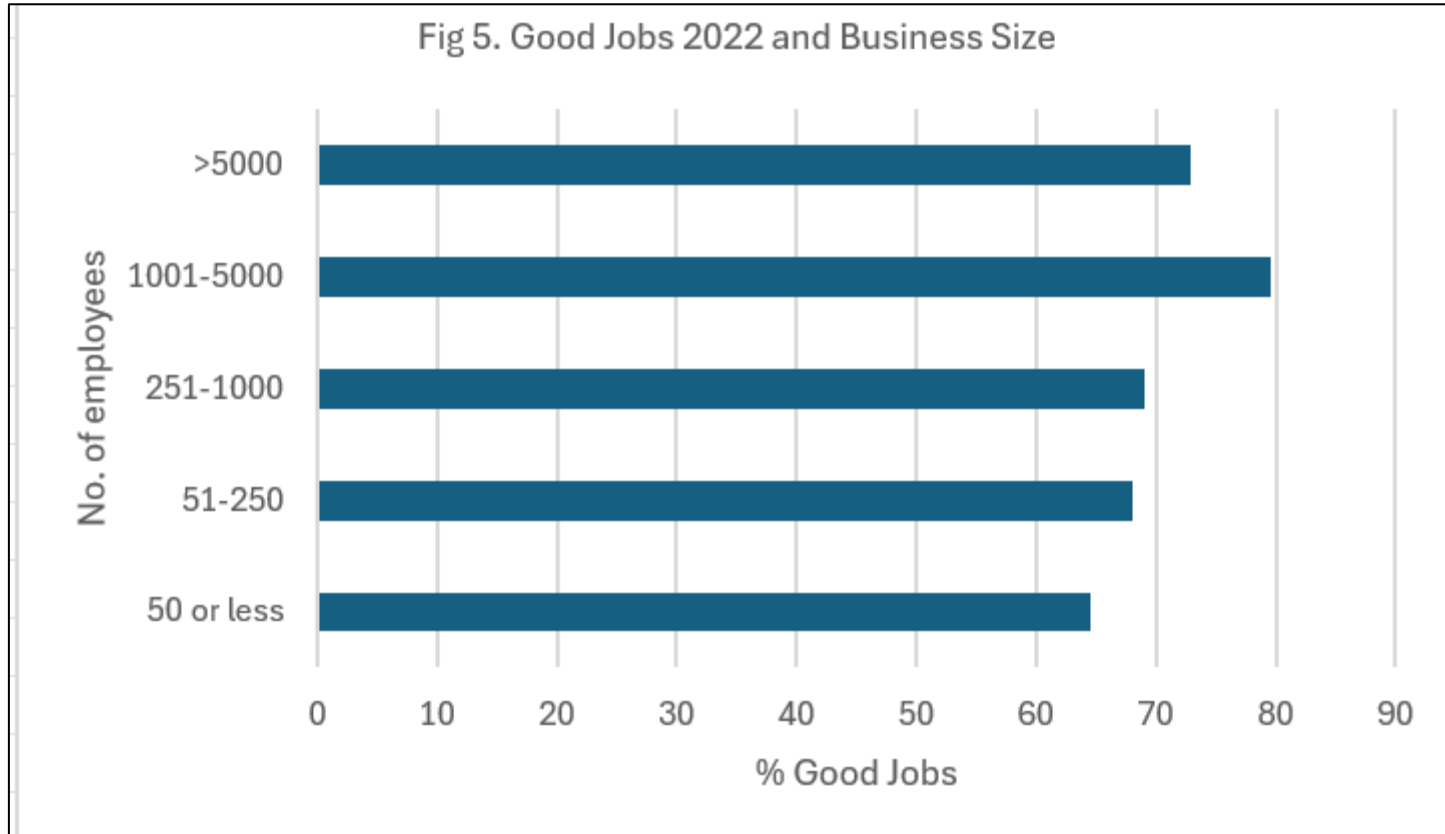


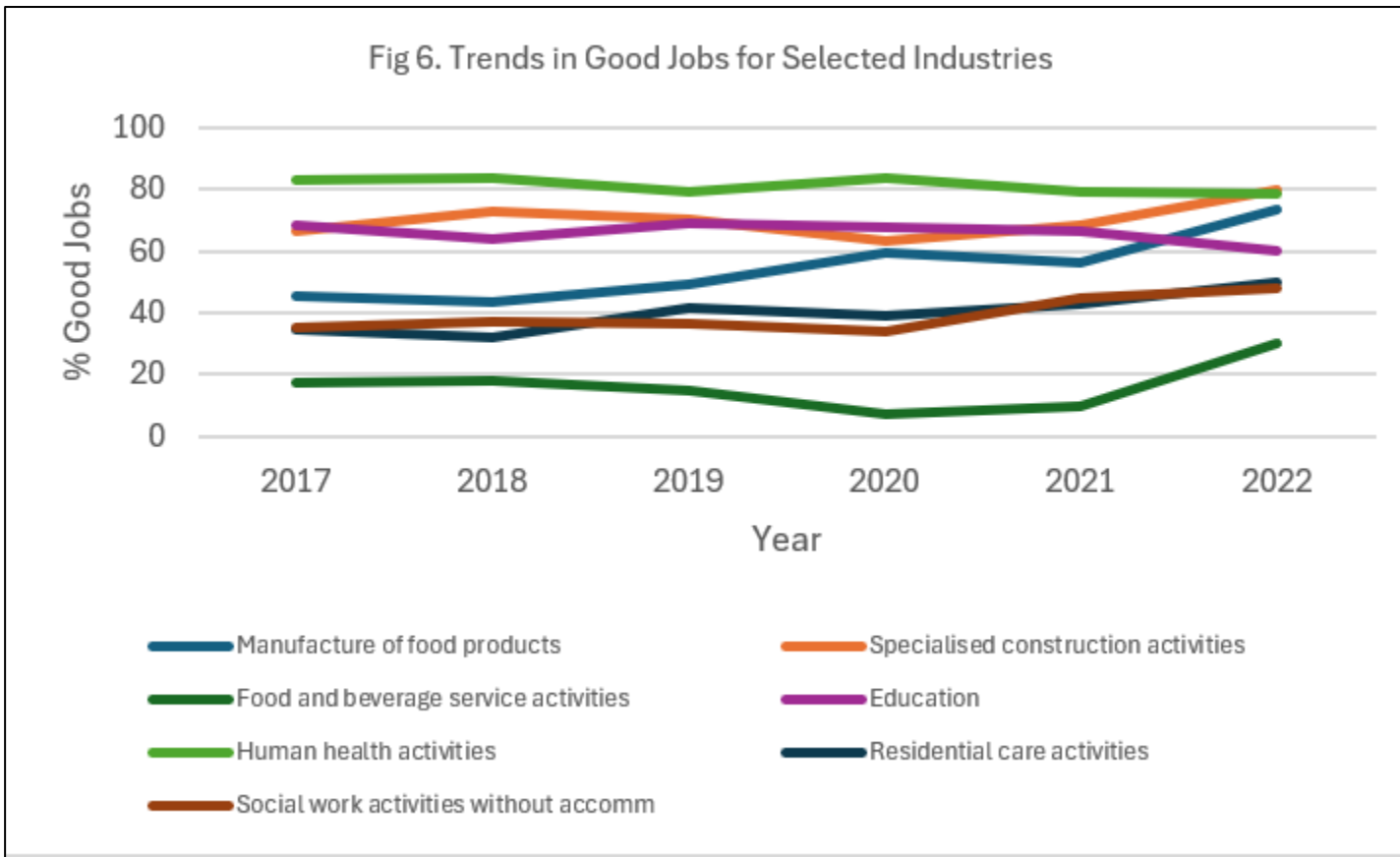
Fig 4b. Good Job Indicators by Working Pattern



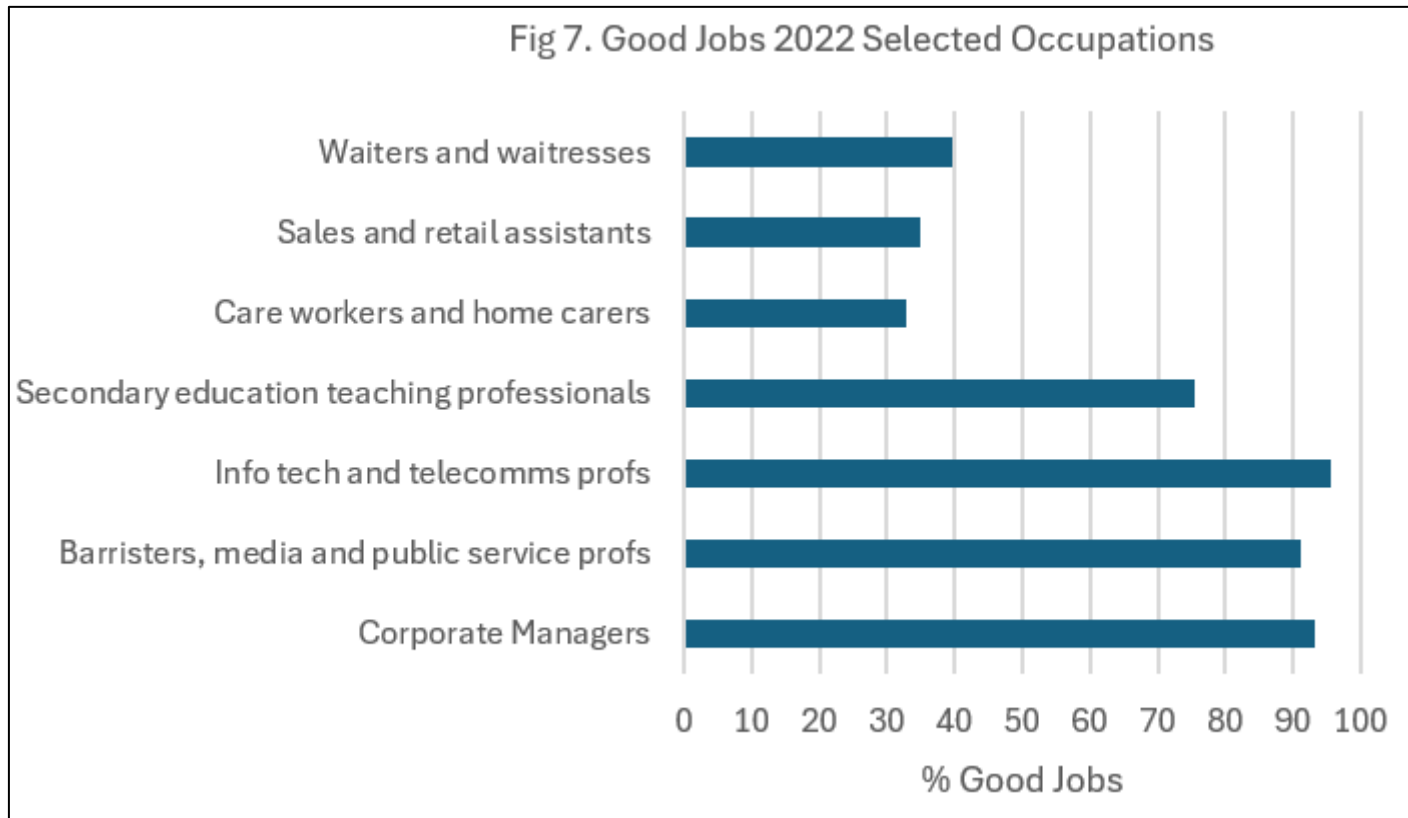
Business Characteristics of 'Good Jobs'



Business Characteristics of 'Good Jobs'



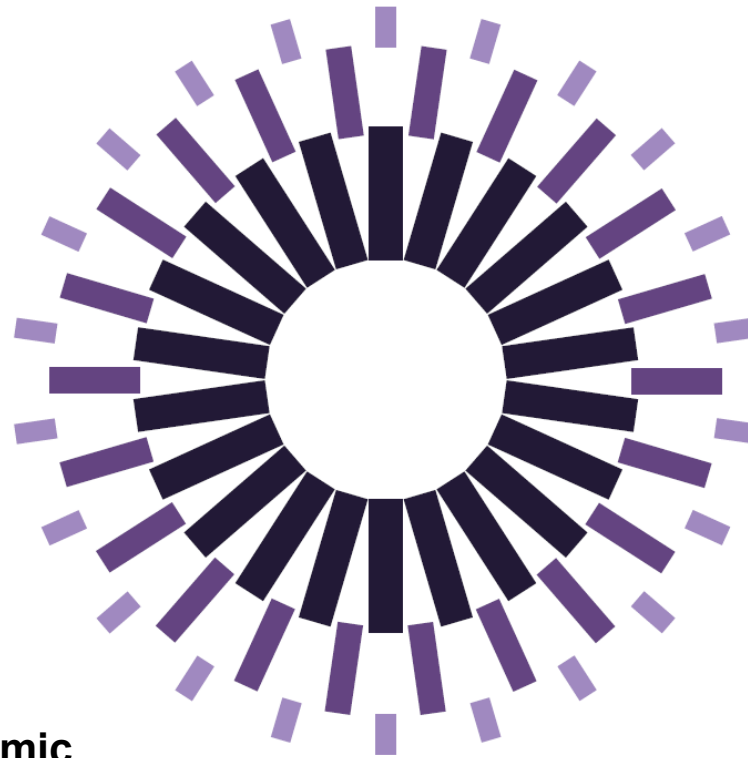
Business Characteristics of 'Good Jobs'



Summary

- Rates of 'good jobs' are lower among females, younger workers and part-time workers.
- This trend is mirrored in the rates of each of the 3 'good job' indicators with particularly low rates of the RLW.
- Rate of good jobs generally increases with business size.
- Trends in good jobs varied substantially across detailed industry types.
- Rates of good jobs were notably low among e.g. sales and retail staff, care-workers and waiting staff.
- These are very preliminary findings. We can examine much more.

Engagement



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Commission

Invest NI

Nevin Economic
Research
Institute

Warwick Institute for
Employment Research

DFE

Irish Congress of
Trade Unions

Living Wage NI



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Building the 'good jobs' evidence base

Systematic literature review

- 15 international studies looking at job quality using administrative data
- Linked administrative data widely used to evaluate the impact of policies such as...
 - ...active labour market programmes
 - ...employment reform on job quality
- Administrative data as a powerful tool for identifying the most effective levers for lasting economic impact.
- NI administrative data via the ADR presents an invaluable opportunity to advance the evidence base in relation to job quality, with the potential to inform and evaluate policy

References

- Carnegie UK Trust and Royal Society of Arts. (2018). *Measuring good work: The final report of the Measuring Job Quality Working Group*. <https://carnegieuk.org/publication/measuring-good-work-the-final-report-of-the-measuring-job-quality-working-group/>
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- Northern Ireland Executive. (2025) Programme for Government 2024-27 'Our Plan: Doing What Matters Most'. Available at: [Programme for Government 2024-2027 'Our Plan: Doing What Matters Most'- Documents | The Northern Ireland Executive](#)
- Wilson, L. (2024), *Good Jobs: What are they and How do we get more of them?*, NERI Working Paper Series, NERI WP 2024/N0 75, Belfast: NERI.

Acknowledgement

Administrative Data Research - Northern Ireland (ADR-NI) takes privacy protection very seriously. All information that directly identifies individuals/organisations will be removed from the datasets by trusted third parties before researchers access them.

All researchers using ADR-NI are trained and accredited to use sensitive data safely and ethically, they will only access the data via a secure environment, and all their findings will be vetted to ensure they comply with strict confidentiality requirements.

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