

# Work Quality in Northern Ireland

Theme: Labour Market

Frequency: Ad-hoc

Geographical Area: Northern Ireland

This is the second release of work quality indicators and follows the Work Quality in Northern Ireland publication in December 2020 based on Labour Force Survey (LFS) data.

Analysis by gender, age and skill level is presented for eight work quality indicators; earnings, secure employment, under/overemployment, job satisfaction, meaningful work, career progression, employee involvement in decision-making and flexible working. A summary of the estimated proportion of employees who meet one to seven aspects of work quality is included (measured from the LFS). Analysis is based on employees aged 18 years or over between July 2019 and June 2020 (referred to as 2019/20).

## Key points

- Secure employment was the most positive indicator, where 96% of employees were in a permanent job or in a temporary job but did not want a permanent job.
- The three work quality indicators with the lowest proportions of employees in jobs meeting the criteria (at approximately 50%) were employee involvement in decision-making, flexible work and opportunities for career progression.
- Flexible working showed the largest difference between males and females (20 percentage points), where almost 3 in 5 female employees worked in flexible jobs, compared to almost 2 in 5 males. For all other work quality indicators the difference between males and females was less than 3 pps.
- The majority of the indicators reported little variance between employees aged 18-39 years and 40+ years, with the exception of the proportion of employees agreeing their job offered good opportunities for career progression and the proportion with earnings above the Real Living Wage.
- Opportunities for career progression were higher for 18-39 year olds (by 13pps), whereas those over 40 had a higher proportion with earnings above the Real Living Wage (by 15pps).
- Employees in high skilled jobs reported a higher percentage than low skilled jobs in seven of the eight indicators. Flexibility was the only indicator where those in high skilled jobs showed lower proportions than low skilled jobs.
- Around one in ten employees (12%) met all seven aspects of work quality measured from the LFS (all indicators except earnings).
- All employees met the conditions of at least one work quality indicator sourced from the LFS and 95% of employees met at least three work quality indicators.

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## NATIONAL STATISTICS STATUS

National Statistics status means that our statistics meet the highest standards of trustworthiness, quality and public value, and it is our responsibility to maintain compliance with these standards.



Work Quality Indicators are derived from the Labour Force Survey (LFS) and the Annual Survey of Hours and Earnings (ASHE). The LFS statistics were designated as National Statistics in August 2010 following a full [assessment of Labour Market Statistics for Northern Ireland](#) against the [Code of Practice for statistics](#) and ASHE statistics were designated as National Statistics in September 2011 following a [full assessment against the Code of Practice](#).

Since the assessment by the UK Statistics Authority, we have continued to comply with the Code of Practice for Statistics, and have made the following improvements:

- Improved quality of the LFS data by boosting the sample size and improving precision around headline estimates.
- Reviewed and updated [quality protocols for release](#).
- Improved accessibility of labour market statistics by [changing the release dates of statistics to avoid public holidays](#).
- Development of work quality questions on the LFS to better meet user needs.

A compliance check in March 2020 of the Labour Market Report which contained LFS and ASHE statistics recommended the continued designation of the Labour Market Report as a National Statistic. These statistics were considered as part of a wider [assessment of the UK employment and jobs statistics](#).

# 1. Executive Summary

## 1.1 Things users need to know

This release provides statistics for eight work quality indicators: earnings, job security, work quantity, job satisfaction, meaningful work, career progression, employee involvement in decision-making and flexible working. This is the first release of data relating to flexible working and following the [publication of headline](#) statistics for six work quality indicators in December 2020, additional analysis is provided by gender, age and skills level for employees aged 18 years or over between July 2019 and June 2020 (referred to as 2019/20).

The earnings indicator, which shows the proportion of employees earning above the Real Living Wage (RLW), is sourced from the Annual Survey of Hours and Earnings (ASHE) for 2020. ASHE remains the principal source of employee earnings information and earnings estimates derived from it are National Statistics. As the earnings indicator is from a separate source to the seven other work quality indicators it is not possible to include it in the correlation analysis previously published or combine it in the analysis presented in Section 3.

The survey reference date for ASHE was during the early stages of the Coronavirus Pandemic and was within the time period for the first Coronavirus Job Retention Scheme (CJRS) grant. The CJRS was introduced to support employers from 1st March whose businesses were impacted by the pandemic and worked by providing grants to employers of up to 80% of the salary to a maximum value of £2,500 per employee per month. The proportion of employees with hourly earnings below the Real Living Wage was 25.2% in 2020, which was 0.3 percentage points (pps) higher than in 2019 and 2.7 pps lower than in 2018. Therefore, furlough had minimal impact on this proportion between 2019 and 2020. Further information on earnings and the impact of furlough can be obtained from the [ASHE 2020 publication](#).

Work quality questions continue to be reviewed, developed and added to the Labour Force Survey (LFS). A job satisfaction question was first added to the LFS in January 2018 and was based on an 11-point Likert scale similar to life satisfaction question already on the questionnaire. The scale was later adapted in July 2019 to a 5-point scale when three questions on meaningful work, opportunities for career progression and involvement in decision making were added. Indicators on work quantity, job security and flexibility have been derived from existing questions on the LFS. More detail on the definitions are available in the further information section of this release.

The LFS indicators are calculated from respondents that provided a response to the relevant questions, with missing cases or those that were unable to be classified excluded from the analysis. Section 3 provides detail on the proportion of employees who met between 1 and 7 of the work quality measures. The analysis is based on those who provided a response to all questions used to derive the work quality indicators. This has the impact that individual indicators are based on personal and proxy responses while the analysis of combined indicators is based on personal responses only.

Figures in this publication have been rounded, and differences between figures have been calculated on unrounded figures.

## 1.2 Context

Measurement of work quality is a developing area and a growing number of frameworks and ways to measure work quality exist. Central to most are the themes of fair pay, hours worked/flexibility and security, while differences typically arise in the number of indicators and the organisation (or not) of indicators into domains, sub-domains or a single summary measure. This document sets out a range of objective and subjective work quality indicators derived from the Labour Force Survey (LFS) and the Annual Survey of Hours and Earnings (ASHE), before discussing how many employees met between one and seven aspects of work quality included from the LFS.

The indicators have been broadly based on the New Economics Foundation framework as published in [Good Jobs in Northern Ireland](#) and include measures of pay, job security, opportunities for career progression, job satisfaction, meaningful work, decision making, and under/overemployment. In addition, a measure on workplace flexibility is also included that considers flexibility in terms of the place of work, hours worked, and organisation of those hours.

The majority of the indicators presented are included within the Carnegie UK Trust's 2018 report on [Measuring Good Work](#) that lists a larger set of 18 existing and aspirational 'priority' job quality measures and 14 'additional' measures. This larger set of indicators are grouped into seven domains as set out in the [CIPD's job quality framework](#).

In 2019 the ONS produced an exploratory analysis of [Job Quality in the UK](#), focussing on available data on hours, earnings, and contract type from the Annual Population Survey. The data presented in the following sections on contract type and hours worked are based on the same methodology while the threshold and source for earnings differs.

Central Statistics Office (CSO) Ireland and Eurostat produced analysis of some aspects of work quality based on the [2019 EU-LFS](#) ad-hoc module on Work Organisation and Working Time Arrangements. The Eurostat release contains data for the EU27 and UK, while the CSO releases provide more detail on [flexibility at work](#), [autonomy and pressure](#), and [commuting](#) in Ireland.

In Scotland the [Fair Work Framework](#) focuses on five dimensions of effective voice, fulfilment, respect, opportunity and security and is underpinned by [close to 40 indicators](#) while Fair Work in Wales is based on [6 characteristics of Fair Work identified by the Fair Work Commission](#) that will be measured by a basket of indicators.

The indicators presented in the following sections are based on available data from the Labour Force Survey and the Annual Survey of Hours and Earnings. Feedback on measuring work quality is welcomed and can be addressed to the contact details available at the end of this report.

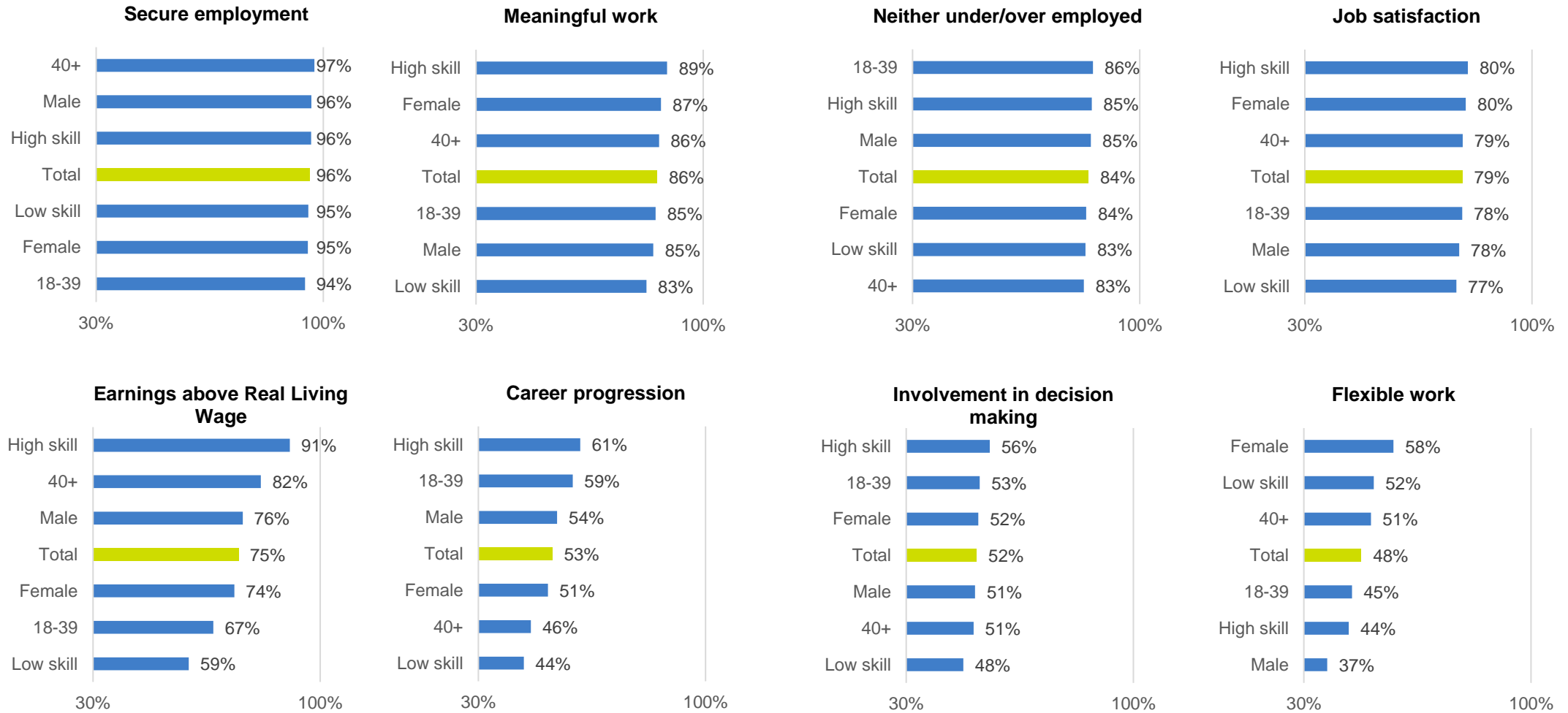
## 1.3 Indicator definitions

**Table 1: Work quality indicator definitions**

<b>Indicator</b>	<b>Definition of work quality indicator</b>
Secure employment	In a permanent job or in a temporary job who did not want a permanent job
Neither under/over employed	Employees who are neither underemployed or overemployed as per the International Labour Organisation (ILO) definition
Job satisfaction	Satisfied or very satisfied with their job
Meaningful work	Agree or strongly agree that they perform meaningful work in their job
Opportunities for career progression	Agree or strongly agree that their job offers good opportunities for career progression
Involvement in decision making	Managers are good or very good at involving employees and their representatives in decision making
Flexible work	Employee has a flexible agreed working arrangement of either: flexitime, annualised hours contract, term time working or job sharing; or part-time and not underemployed; or primarily working at home.
Earnings	The proportion of employees earning above the Real Living Wage

## 1.4 Overview of indicators

Figure 1: Work quality indicators overview by gender, age and skills level, age 18+



[Download figure 1 data](#)

## 1.5 Commentary

A comparison of eight elements of work quality shows that flexibility, involvement in decision-making, and opportunities for career progression were the hardest to achieve, with approximately half of employees agreeing their job met these criteria. This compared to job satisfaction, meaningful work, secure employment, adequate employment and earnings, where at least three quarters of employees worked in jobs meeting these criteria. The most positive indicator, secure employment, showed 96% of employees were in a permanent job or in a temporary job but did not want to have a permanent job.

When analysing the elements of work quality by age, gender and skills level differences emerged across indicators. A group of four indicators on secure employment, meaningful work, under/overemployment, and job satisfaction showed high proportions of employees in jobs that met these criteria and little variation across age, gender and skill level. This was in contrast to the group of indicators showing lower proportions – decision-making, flexible work and career progression, and in particular the latter two, which showed large variation across groups.

The earnings indicator, calculated as the proportion of employees earning above the Real Living Wage stands out in this regard. Although approximately three-quarters of employees earned above this level, there was relatively large difference across skill level and age. More than 9 in 10 employees in high skilled jobs had earnings above the Real Living Wage in their main job, compared to around 6 in 10 for employees in low skilled jobs (31pps difference).

Employees in high skilled jobs had higher proportions than those in low skilled jobs in seven of the eight indicators. Flexibility was the only indicator where those in high skill jobs showed lower proportions than low skilled jobs.

The flexible work quality indicator also highlighted differences between males and females. For seven of the eight indicators the difference in the proportion of males and females meeting the relevant criteria was small (less than 3pps), while there was a difference of 20 percentage points when flexibility was considered. This difference was impacted by the higher proportion of females in part time employment (and not underemployed) than males, one component of the flexibility indicator.

Similarly, the proportions of 18-39 year olds and over 40s showed less than 3 percentage points difference in five of the eight indicators. Large differences across age groups (approx. 15 percentage points) were shown for earnings and opportunities for career progression. A higher proportion of those over 40 earned above the RLW but a higher proportion of 18-39 year olds agreed their jobs offered good opportunities for career progression.

Analysis of the seven work quality indicators from the LFS (all except earnings) showed that just over 1 in 10 employees (12%) were in jobs meeting all seven aspects. All employees met the conditions of at least one work quality indicator and 95% of employees met at least three work quality indicators. Flexible working had the largest impact on the percentage of employees not meeting all seven aspects, whilst job security was the aspect most likely to be met by those meeting only one of the indicators.

## 2. Analysis by gender, age and skills

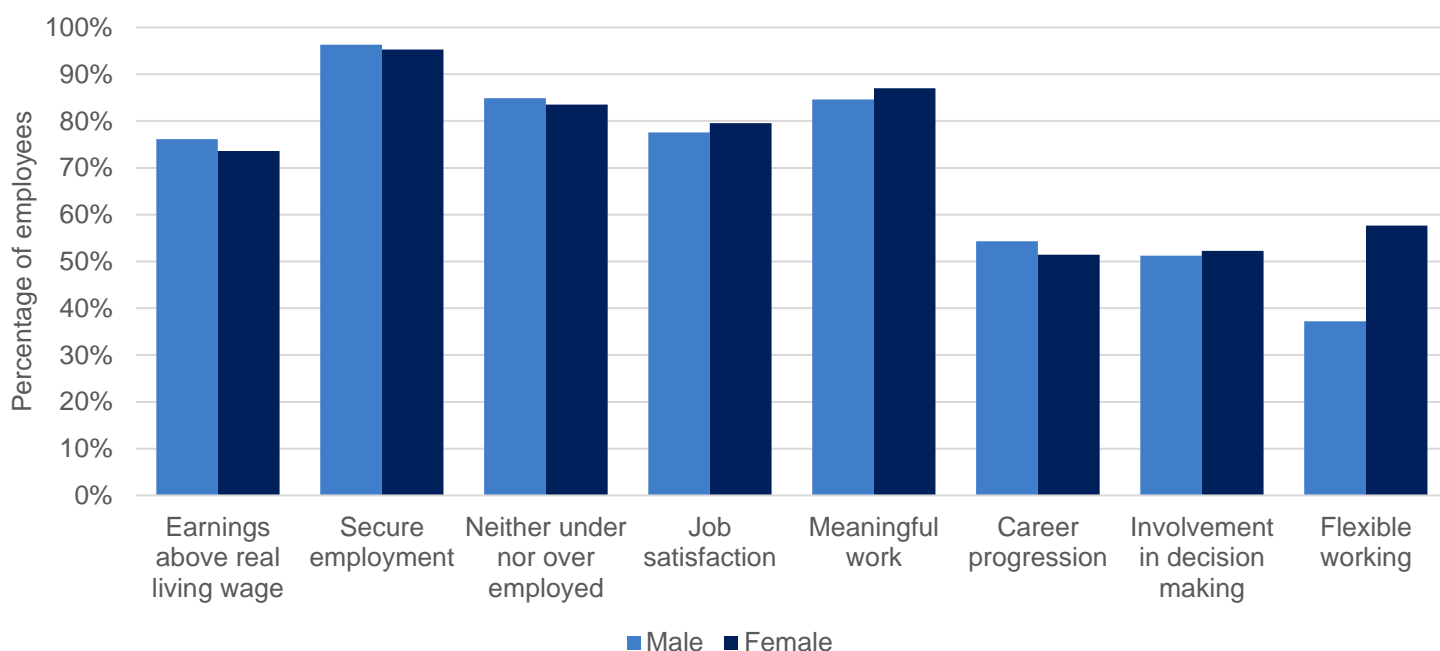
This section provides analysis of all eight work quality indicators sourced from ASHE and LFS, presented by gender, age and skills level for employees aged 18 and over in 2019/20.

### 1.1 Gender

#### Key findings

- **Flexible working showed the largest difference between males and females**
- **While a higher proportion of males than females met four of the seven remaining indicators, the difference was less than 3pps for these indicators**

Figure 2: Work quality indicators - breakdown by gender



[Download figure 2 data](#)

Figure 2 demonstrates that the majority of indicators have similar proportions between males and females, with the exception of flexible working.

Flexible working showed a difference of 20 pps, where almost 3 in 5 female employees (58%) were in flexible working, compared to 37% of males. The difference is driven by the higher proportion of females than males working part-time (and not underemployed).

Whilst the proportions were similar between males and females for the remaining indicators, females reported slightly higher levels of job satisfaction, performing meaningful work and involvement in decision-making. Conversely, a higher proportion of males were in secure employment, were neither under nor over employed, and with good opportunities for career progression.

The responses to opportunities for career progression, involvement in decision-making and flexible working were less positive than the other indicators for both males and females.

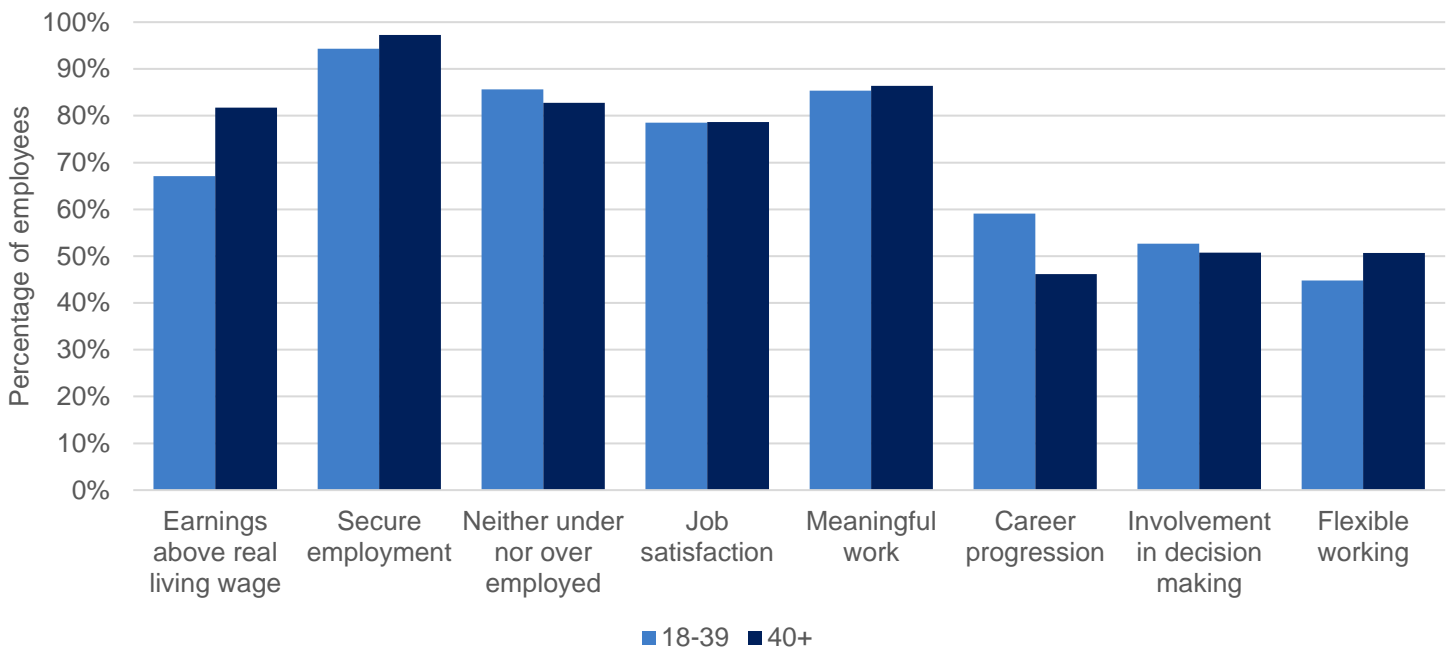


## 1.2 Age

### Key findings

- The largest difference between employees aged 18-39 years and those over 40 was in the earnings above Real Living Wage indicator (by 15pps)
- A higher proportion of employees aged 40 or over than 18-39 year olds were in secure employment, in flexible working, performing meaningful work, and with earnings above the Real Living Wage

Figure 3: Work quality indicators - breakdown by age



[Download figure 3 data](#)

Figure 3 shows that while there are some work quality indicators that are showing little difference between the 18-39 and 40+ age bands, such as job satisfaction and meaningful work, others reported a large difference. Opportunities for career progression were higher for 18-39 year olds (by 13pps) and a higher proportion of those over 40 had earnings above the Real Living Wage (by 15pps).

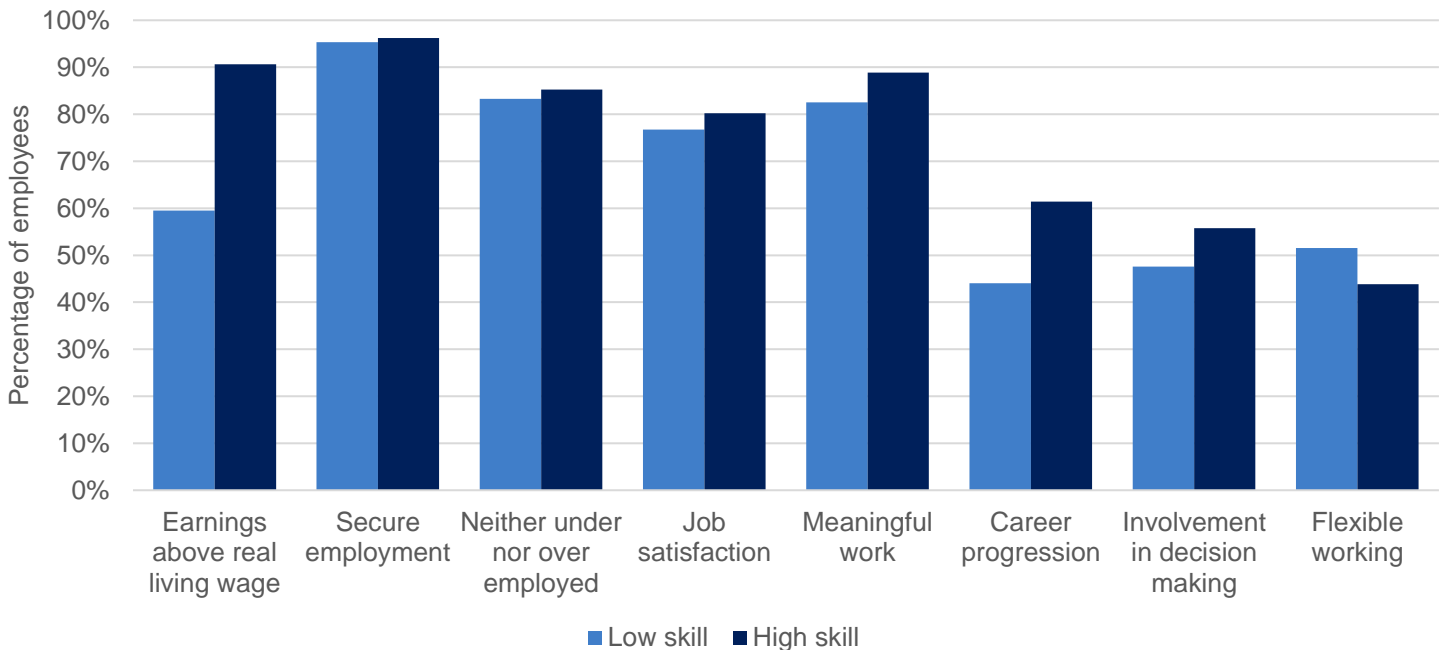
Whilst a higher percentage of 40+ employees than 18-39 year olds are in secure employment, flexible working, with earnings above the Real Living Wage and are reporting slightly higher levels of job satisfaction and meaningful work, the statistics are less positive for 40+ employees for career progression, involvement in decision making and neither under nor over employed.

## 1.3 Skills level

### Key findings

- Employees in high skilled jobs reported a higher percentage than those in low skilled jobs in all indicators except flexible working
- The indicator with the largest difference (31pps) between low and high skilled jobs was earnings above the Real Living Wage

Figure 4: Work quality indicators - breakdown by skills level



[Download figure 4 data](#)

Figure 4 demonstrates that employees in high skilled jobs reported larger percentages than low skilled jobs for seven of the eight indicators. Flexible working was the only indicator where this was not the case, where more than half of employees in low skilled jobs were in flexible working (52%) compared to 44% in high skilled jobs.

Whilst some of the indicators reported similar percentages across high and low skilled jobs, such as secure employment and neither under nor over employed, there were large differences in percentage of employee jobs where earnings were above the Real Living Wage (31pps) and opportunities for career progression (17pps).

Skills levels are based on occupation and the average earnings of those in high skilled jobs are higher than low skilled jobs. Approximately 9 in 10 employees in high skilled jobs had earnings above the Real Living Wage, compared to around 6 in 10 for those in low skilled jobs.

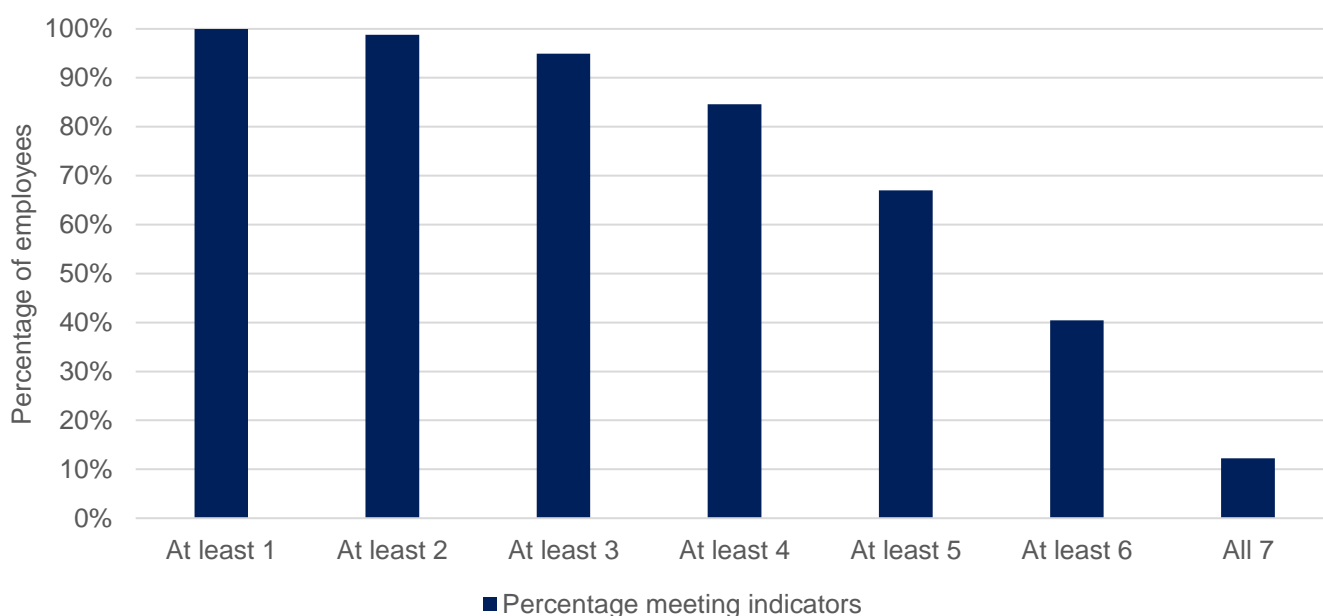
### 3. Meeting multiple indicators

This section contains a summary on the proportion of employees in jobs meeting 1 to 7 aspects of work quality from the LFS. As the earnings indicator is from a separate source to the seven other work quality indicators it is not possible to include it in the analysis in this section. The executive summary section contains a table providing clarity on what was used to define whether each indicator was met or not.

#### Key findings

- **Around one in ten employees (12%) met all seven aspects of work quality**
- **Flexible working was the indicator which had the largest impact on employees not meeting all seven aspects**

Figure 5: Percentage of employees meeting LFS work quality indicators



[Download figure 5 data](#)

Figure 5 shows that all employees met the conditions of at least one work quality indicator and 95% of employees met at least 3 work quality indicators.

Just over one in ten employees (12%) met seven LFS work quality indicators. Flexible working had the largest impact on the percentage of employees not meeting all seven aspects while job security was the aspect of work quality that was most likely to be met by those meeting only one of the work quality indicators.

The graph illustrates that the ‘difficulty’ in meeting one more indicator increases as the number of indicators increases. For example, the difference between the proportion meeting seven compared to six indicators is much larger than the difference between the proportion meeting three indicators compared to two indicators.

## 4. Further information

### Background

The majority of the data within this release is sourced from the LFS, with the exception of earnings. The LFS annual dataset used for this publication is derived from four consecutive quarters of the LFS. Each quarter's LFS sample of around 4,500 households in NI is made up of 5 waves with around 1,300 private households selected for the first time in wave 1 and the remaining 3,200 private households spread across waves 2 to 5. This results in a total of around 7,000 individuals included each quarter. Individuals in each wave are interviewed in five successive quarters, such that in any quarter one wave will be receiving their first interview, one wave their second, and so on, with one receiving their fifth and final interview.

The annual dataset is created by selecting the relevant cases from each quarter and combining them to create a dataset of unique cases. Selecting all wave one and five interviews allows the maximum number of respondents over a one-year period to be included whilst avoiding double counting. The resulting sample size in the July 2019 to June 2020 dataset is approximately 10,000 individuals.

The LFS collects information from a sample of the population living in households. To provide estimates for the entire population the data must be grossed. This is achieved by creating grossing factors often referred to as weights, that can be applied to each sampled individual so that grossed results match published population data in terms of age distribution, sex and region of residence. Mid-year population estimates and projections are used to ensure that the LFS is grossed to the most up to date population data available.

The Annual Survey of Hours and Earnings (ASHE) information relates to the pay-week (or other pay period if the employee was paid less frequently) which included 22nd April 2020, the reference date for the latest survey. The results are therefore not necessarily representative of pay over a longer period. They do not take account of subsequent changes in rates of pay which have become effective since April or changes which have been introduced with retrospective effect since the survey returns were completed.

The survey reference date for ASHE was during the early stages of the Coronavirus Pandemic and was within the time period for the first Coronavirus Job Retention Scheme (CJRS) grant. The CJRS was introduced to support employers from 1st March whose businesses were impacted by the pandemic. Further information on the impact can be obtained in the [ASHE 2020 bulletin](#).

## **Precision of estimates**

The LFS is a sample survey and, as such, estimates obtained from it are subject to sampling variability. If we drew many samples each would give a different result.

Estimates under a cell count of 3 are disclosive and therefore suppressed. Shaded estimates are based on a small sample size. This may result in less precise estimates, which should be used with caution, in particular should not be used to make statements on relative size when compared to similar values. Unshaded estimates are based on a larger sample size. This is likely to result in estimates of higher precision, although they will still be subject to some sampling variability.

The sample used for the ASHE survey included approximately 1% of all employees in NI who were covered by Pay As You Earn (PAYE) schemes.

## **Definitions**

### **Employment**

The definition of ILO employed applies to anyone (aged 16 or over) who has carried out at least one hour's paid work in the week prior to interview, or has a job they are temporarily away from (e.g. on holiday). Also included are people who do unpaid work in a family business and people on Government-supported employment training schemes.

### **Employee**

Employees are those who are in employment and paid a wage by an employer for the work that they do; this category may be further sub-divided into permanent and temporary employees.

The 'Total Employees' figure that is used as the denominator is the total employees who answered the question and should not be used as an estimate of total employees in itself. Estimates of employment and employees are available in the monthly Labour Market Report, which can be found on the [Labour Force Survey](#) section of the NISRA website.

Employment status on the LFS is self-reported, with individuals classifying themselves as either an employee or self-employed.

### **Underemployed**

Underemployed workers are those people in employment who would like to work more hours, either by working in an additional job, by working more hours in their current job, or by switching to a replacement job. They must also be available to start working longer hours within two weeks and their current weekly hours must be below 40 hours if they are between 16 and 18 and below 48 hours if they are over 18.

### **Overemployed**

The overemployed are defined as persons in employment who would like to work fewer hours and would accept less pay for shorter hours, either in a different job or in their current job.

## Job Security

For the purposes of work quality analysis, job security has been defined as employees who are either in permanent employment, or are in temporary employment but do not want to have a permanent post.

## Flexible Working

For the purposes of work quality analysis, flexible work has been defined as employees who either:

- Have an agreed working arrangement in their job of one of the following: flexitime (flexible working hours), annualised hours contract, term time working or job sharing.
- Work part time and are not underemployed
- Primarily working at home

## Real Living Wage

The UK Real Living Wage (RLW), which has been in place since 2011, is calculated according to the cost of living, based on a basket of household goods and services. It is higher than the national living wage set by government and is voluntarily paid by employers. The RLW is calculated annually and rates are higher than the National Minimum Wage (NMW)– further information can be accessed at the [Living Wage Foundation website](#).

The Real Living Wage (RLW) is announced in November each year and must be implemented by the following May. As such it is likely that the previous year's living wage was still in place when the survey was completed. (i.e. the 2020 ASHE data relates to the pay period including April 2020, at which time the 2020 Real Living Wage of £9.50 may not have been applied). The 2019 rate of £9.30 is therefore used to calculate the percentage earning above the RLW in the time period covered by this release.

Based on ASHE data, 74.8% of employees were earning above the RLW in NI in 2020, where only the main job has been included for those with more than one job.

Data on the proportion of employees jobs with hourly earnings below the RLW for all regions of the UK between 2014 and 2020 can be accessed [here](#). This data contains all jobs, and not just the main job and so differs from the analysis presented in this report.

## Skills level

The [Standard Occupational Classification 2010 \(SOC2010\)](#) separates the labour market into nine major groups, based on criteria such as the qualifications, skills and experience associated with each job. These nine major groups can be combined further into four skill groups; levels 1 through 4. Level 1 indicates relatively low skill requirements and level 4 indicates relatively high skill requirements. For the purposes of this publication, level 1 and 2 are defined as low skill and levels 3 and 4 are defined as high skills – table 1 [at this link](#) and other sections provide further detail on the occupations.

## Programme for Government

On the 25<sup>th</sup> January 2021, the Northern Ireland Executive launched a [public consultation](#) on the new Programme for Government draft Outcomes Framework, which closes on 22<sup>nd</sup> March 2021. The draft Outcomes Framework contains nine strategic outcomes.

The LFS annual dataset informed seven indicators related to the 2016-2021 draft Outcomes Framework; two of which were detailed in the annual summary in March 2020; a further four indicators are reported in October 2020 and the 7th indicator (ODP 42, Life Satisfaction score of people with disabilities) is published in the [Personal Wellbeing](#) section of the NISRA website.

The development of work quality questions, additions to the Labour Force Survey, and production of work quality indicators, forms part of the NISRA and DfE work programme to improve the measurement of work quality in NI.

A new question on job satisfaction was added to the LFS in January 2018 and adapted in July 2019. New questions on meaningful work, opportunities for career progression, and employee involvement in decision making were added to the Labour Force Survey in July 2019. In this release additional information on earnings from the Annual Survey of Hours and Earnings, and flexibility based on existing LFS questions have been included.

## Feedback

We welcome feedback from users on the work quality indicators. Please contact the Labour Force Survey team using the details below.

## Further information

If you require further information about the figures contained in this publication or the accompanying tables, please contact the Labour Force Survey team using the details below:

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