

Employment, poverty and social exclusion

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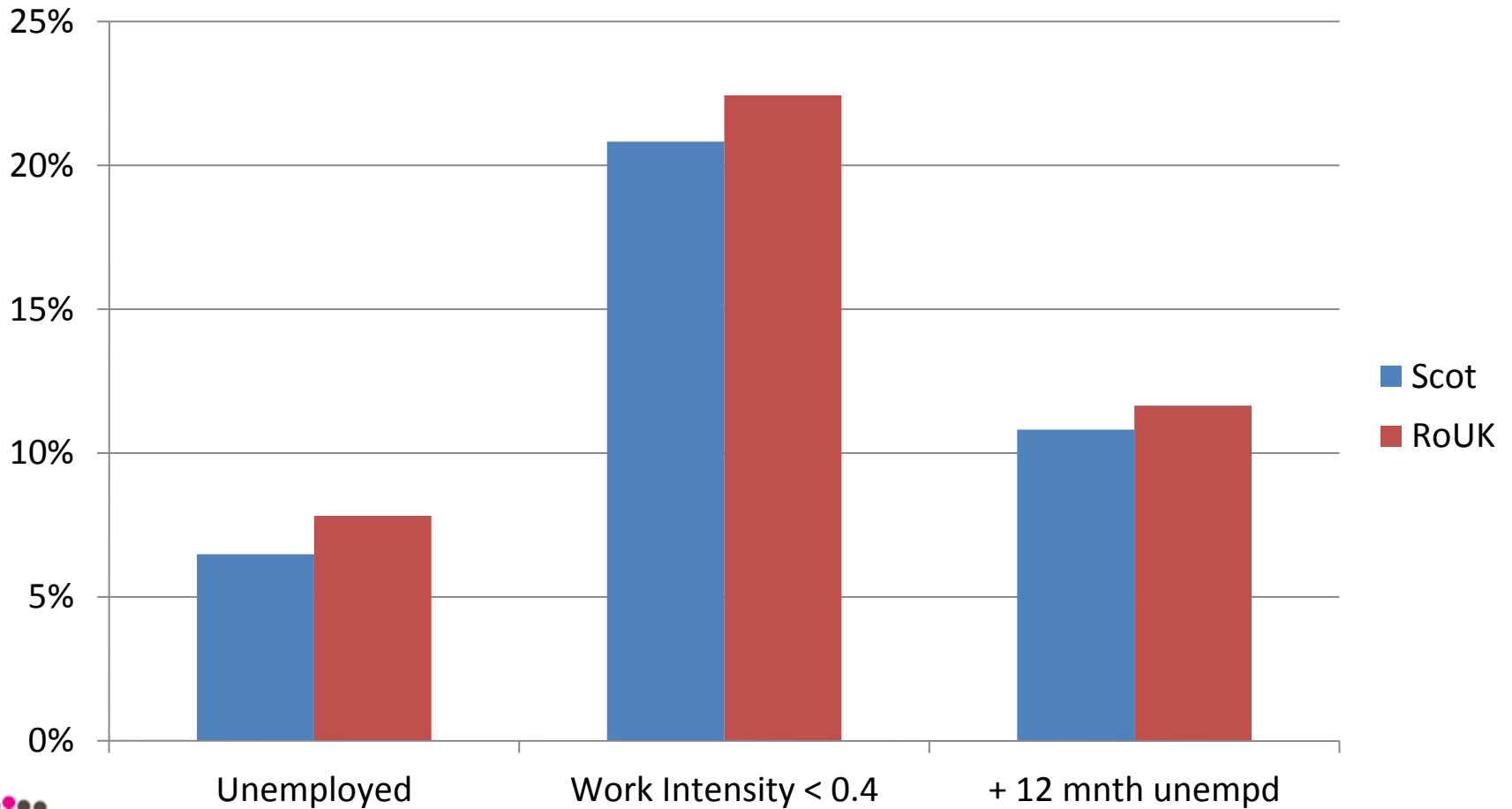
Labour market & policy context

- Long-term restructuring
 - More unequal returns, increasing ‘flexibility’
 - Recession reinforced this – rise of underemployment and SE
- Policy
 - Minimum wage and tax credits BUT
 - Welfare reforms, sanctions AND
 - Absence of labour market regulation and curbs on unions
- Drives rise of in-work poverty (UK figs from HBAI)
 - 52% of poor in work in 2011/12 [40% in 1996/7]
 - 61% of working age poor in work in 2011/12 [53% in 1996/7]

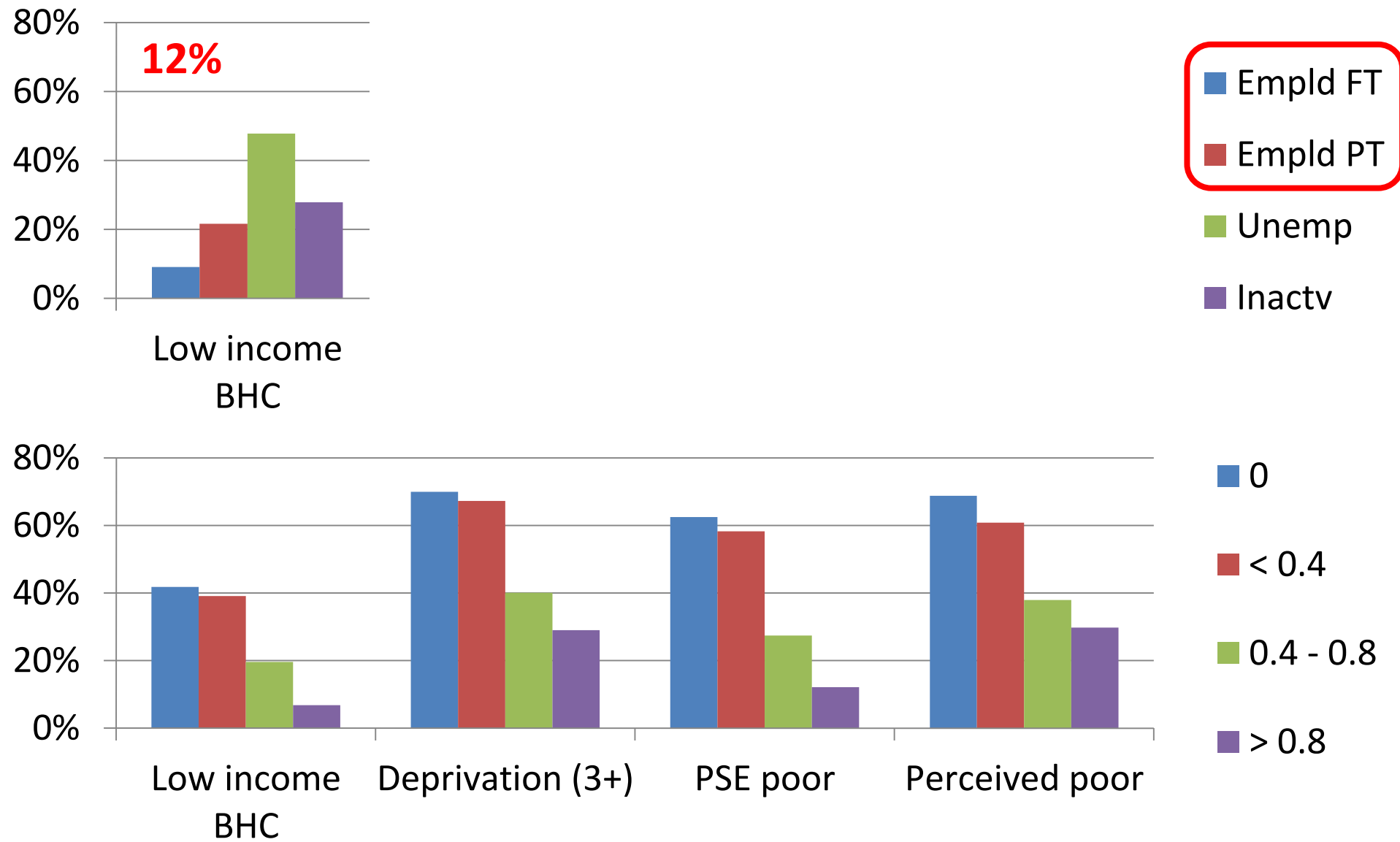
1. Access to employment

- + 12mnth
unemp
- Work Intensity
< 0.4
- Unemplt

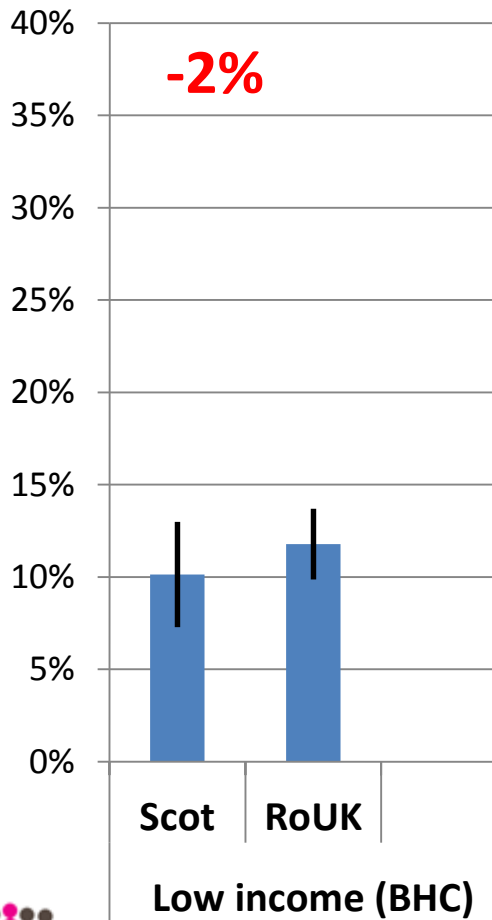
1. Access to employment



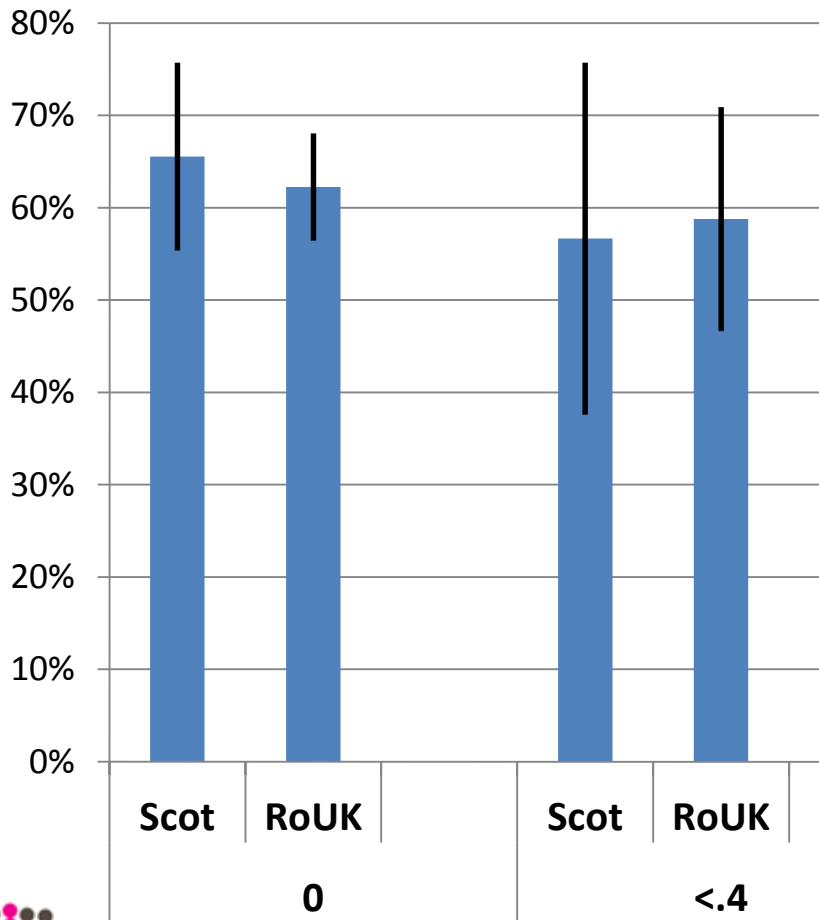
2. Employment and poverty - UK



2. In-work poverty – Scot vs RoUK



2. Poverty by hhld work intensity – Scot vs RoUK



2. Employment and poverty

- Factors raising risks of in-work poverty
 - Hhld with **children** or **single** person x 2
 - Semi-/routine and lower supervisory **occupations** x 2.5
 - **Work intensity** less than 0.4 x 2.5
 - **12+ months unemp.** in last five years x 3
- BUT for large minority of people, problem is NOT lack of access to employment
 - 46% of working age adults who are poor are in work [Scot = 45%]
 - 39% of working poor work 40+ hours a week [Scot = 31%]
 - 35% of working poor in hhlds with Work Intensity > 0.8 [Scot = 41%]

3. Employment, Health & Well-being

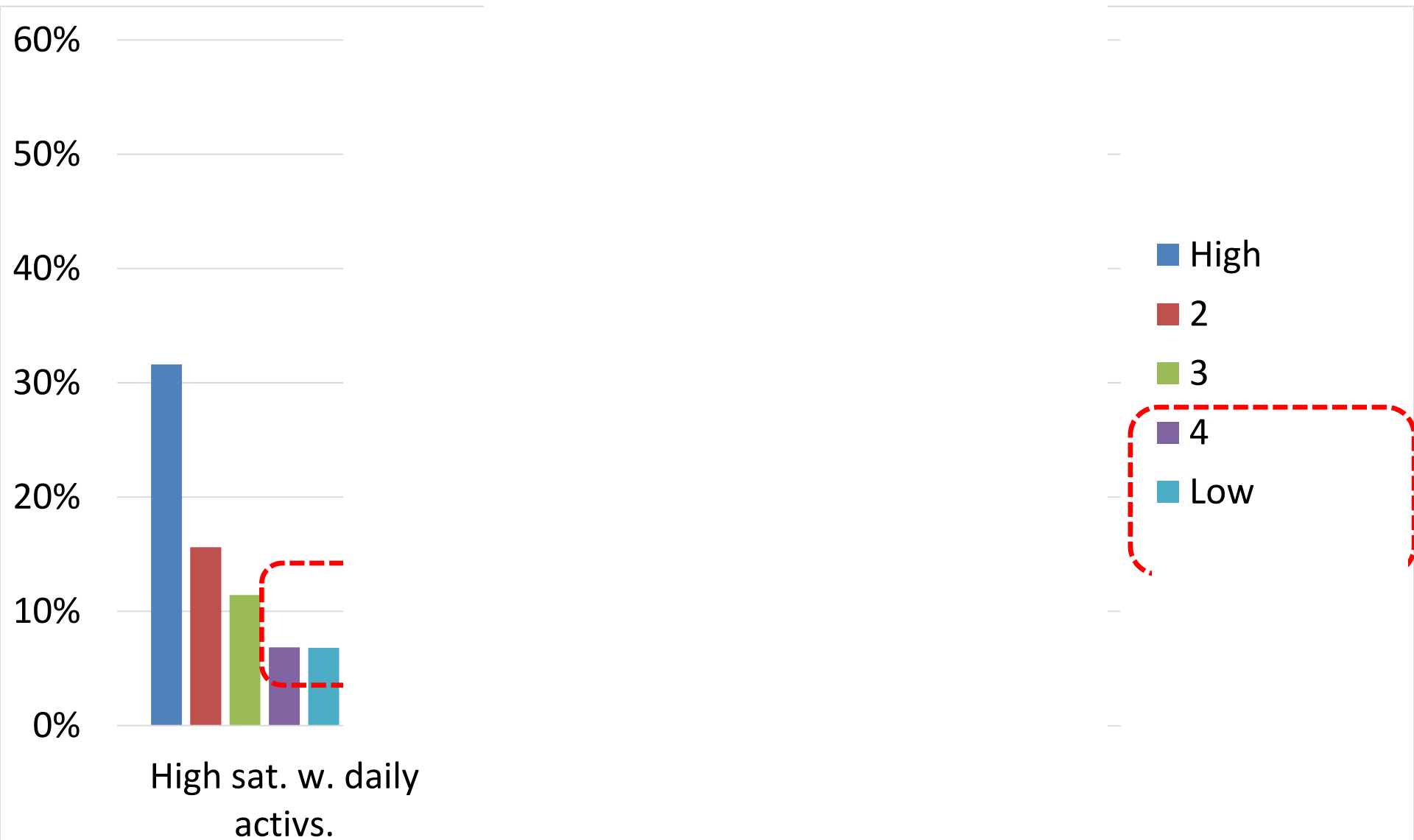
- Impacts of employment on health & WB
 - Status, identity, routine, structure
 - Material or economic resources
 - **Quality of work**
 - Physical demands, hazards
 - Psychosocial environment
- Two-way relationships



3. Employment, Health & Well-being

- **Employment quality – sum of five scores (12 vars)**
 - Satisfaction/sense of value (satisfaction, interesting, useful)
 - Low stress (NOT stressful, NOT tight deadlines)
 - Control/flexibility (task control, control start/finish, time-off)
 - Good physical conditions (temperature, smoke/dust/noise, NOT physically demanding)
 - Security (job secure)

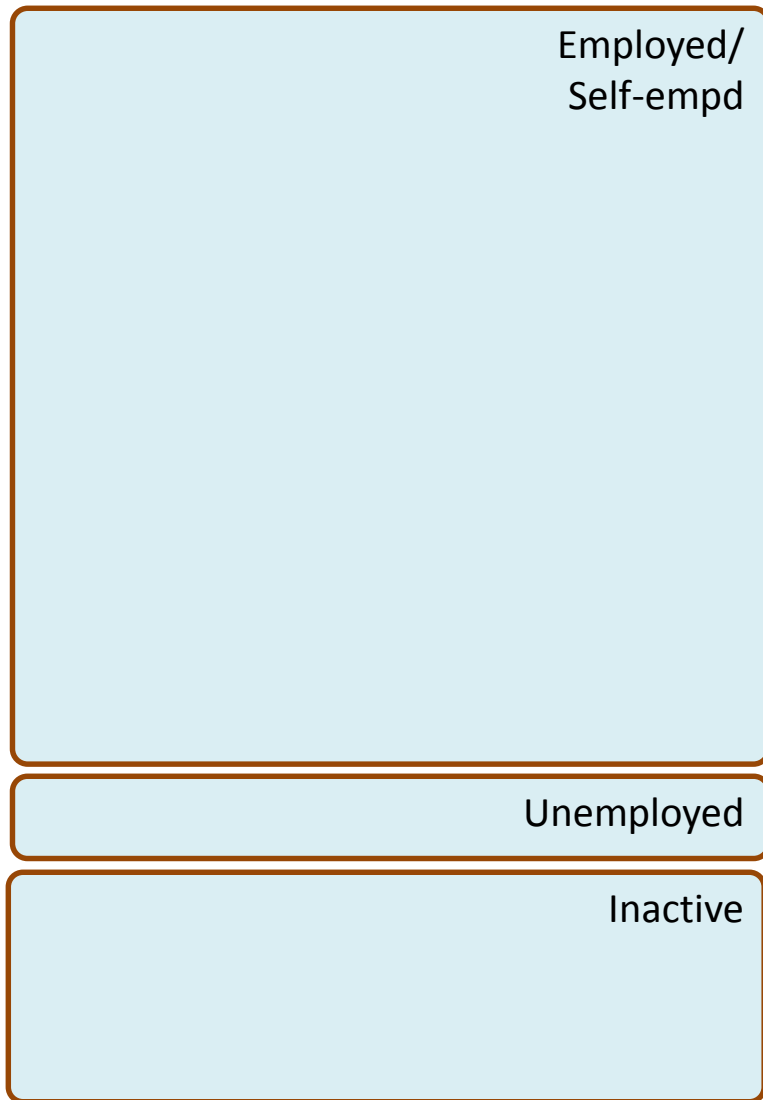
3. Employment, Health & Well-being



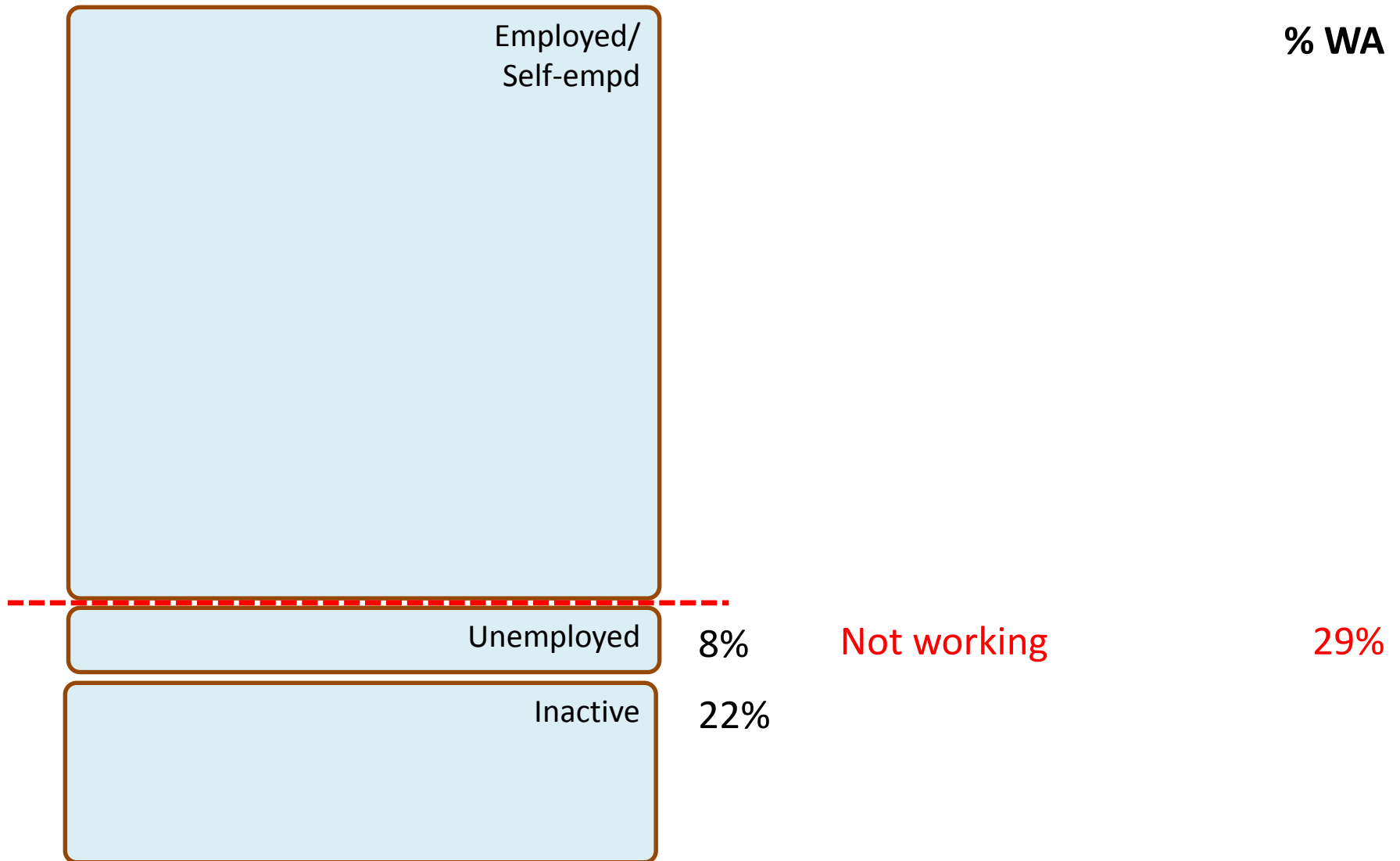
3. Employment, Health & Well-being

- People in **lowest quintile for job quality** have health/well-being no better than unemployed
 - After controlling for gender, age, physical health, income, deprivation, occupation, education
- Not evidence of causal link but consistent with other work which shows such a link
- Poor quality work, like low paid work, does not lead to social inclusion
- Scotland has similar proportion of jobs of “low quality”
 - 21% c.w. 23% for RoUK [+/- 4% and 2% respectively]

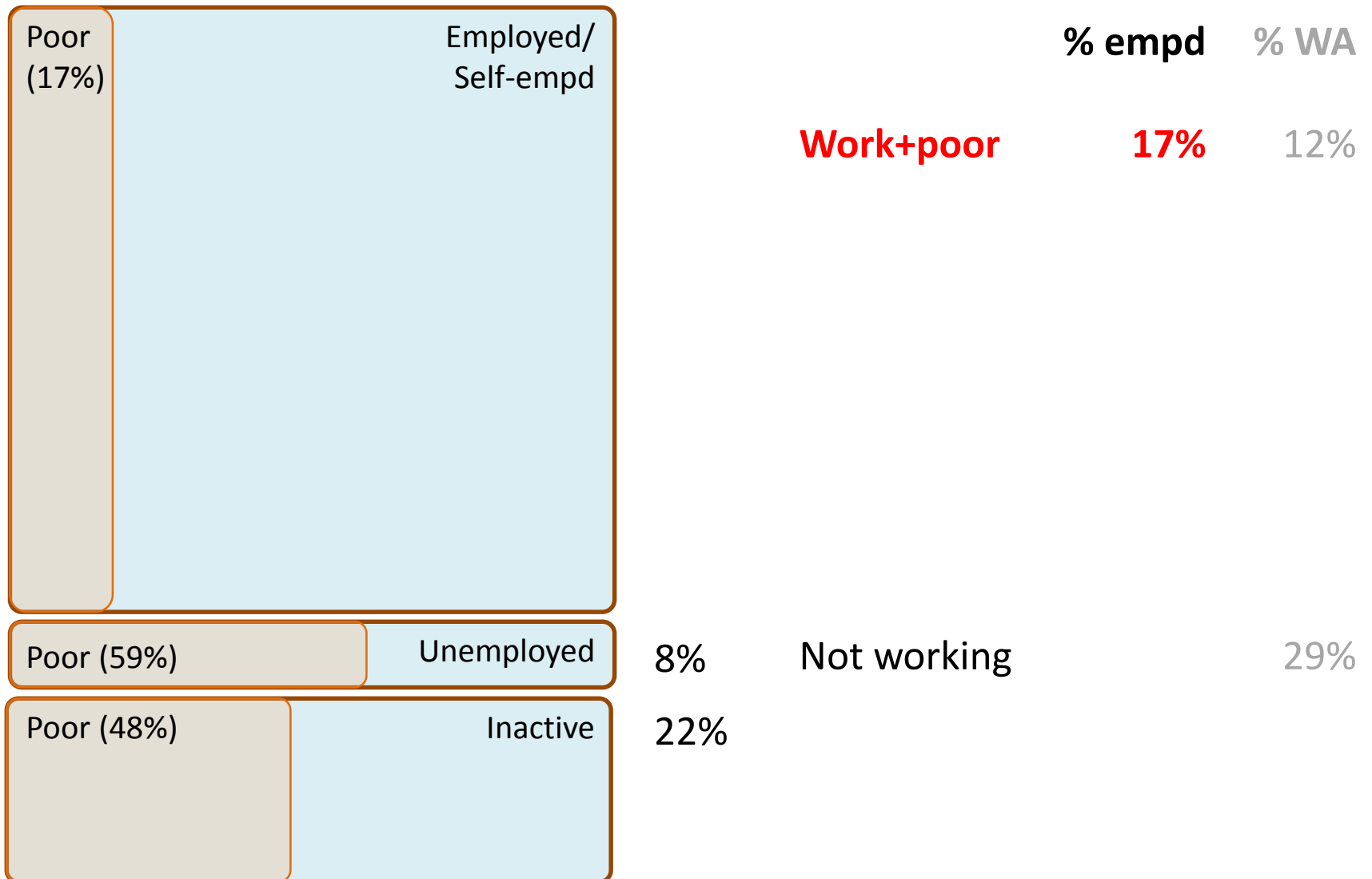
Summary: Employment & social exclusion



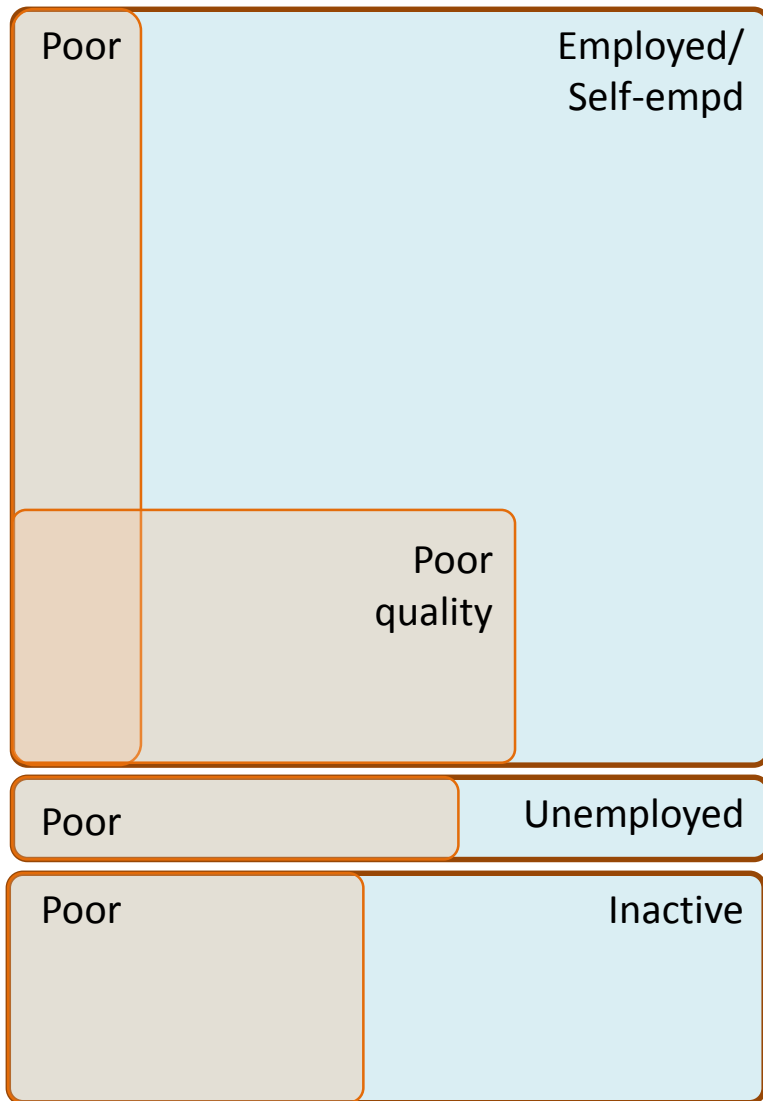
Summary: Employment & social exclusion



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	% empd	% WA
Work+poor	17%	12%
Work+poor qual	22%	16%

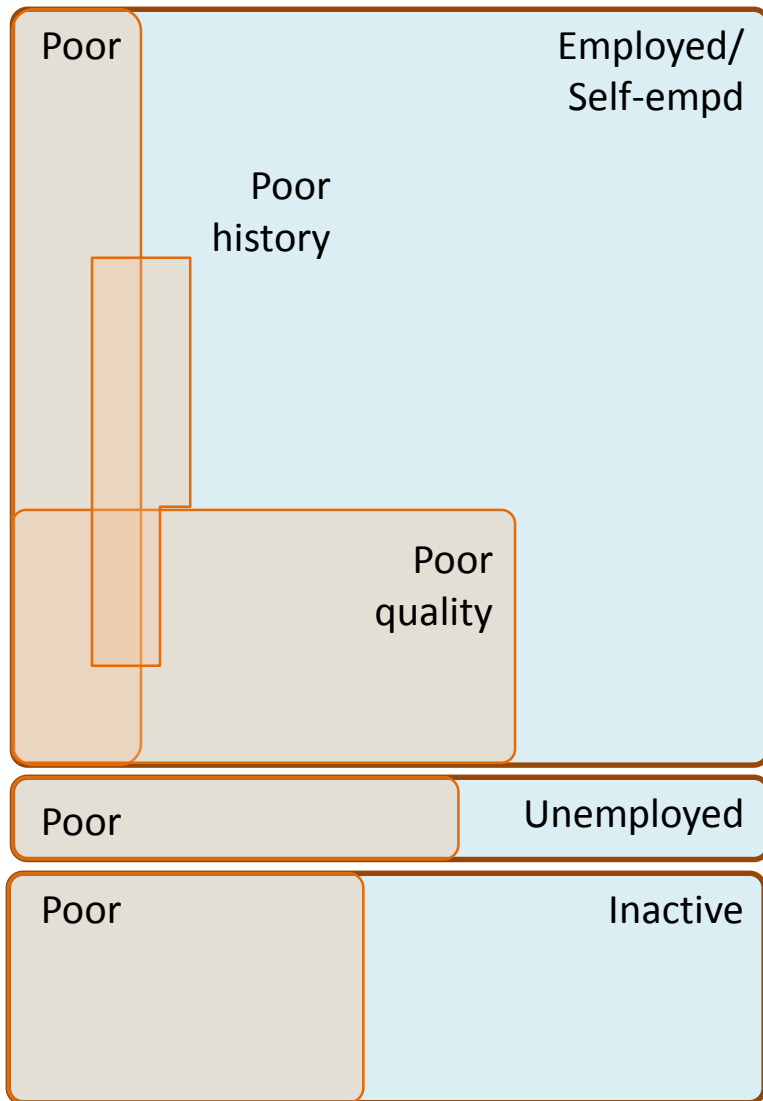
8%

Not working

29%

22%

Summary: Employment & social exclusion



	% empd	% WA
Work+poor	17%	12%
Work+poor qual	22%	16%
Work+poor hstry	6%	4%

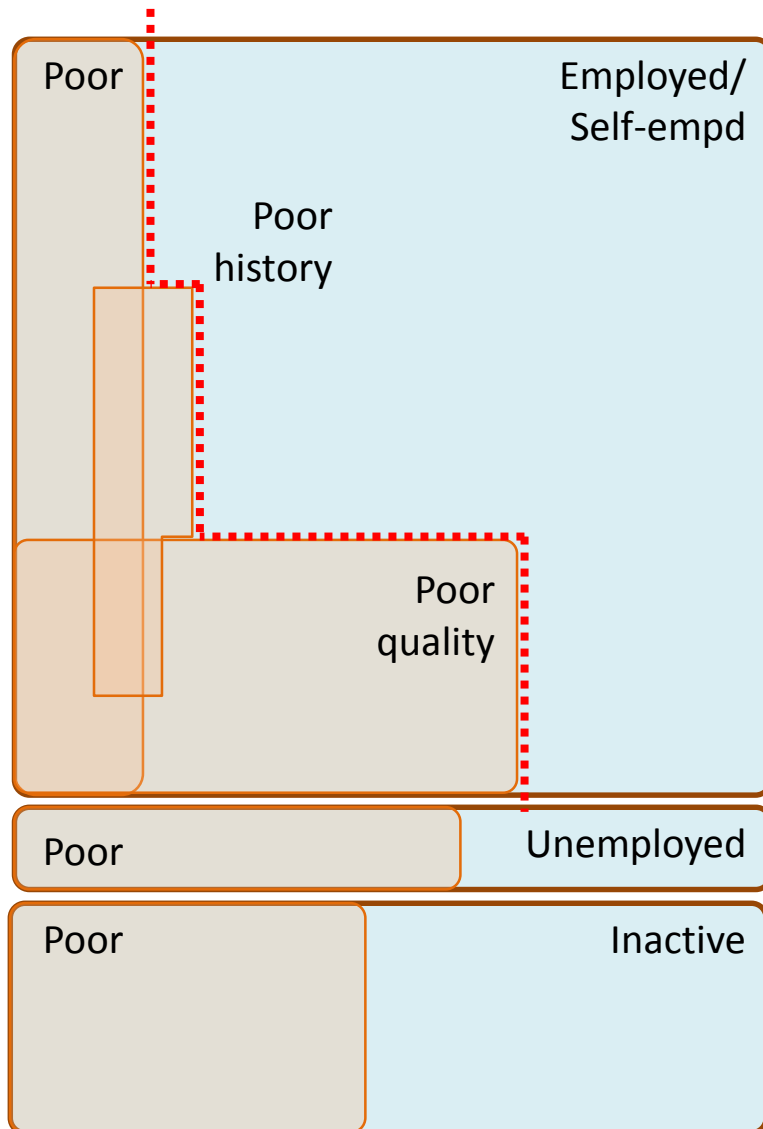
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Exclusionary empl

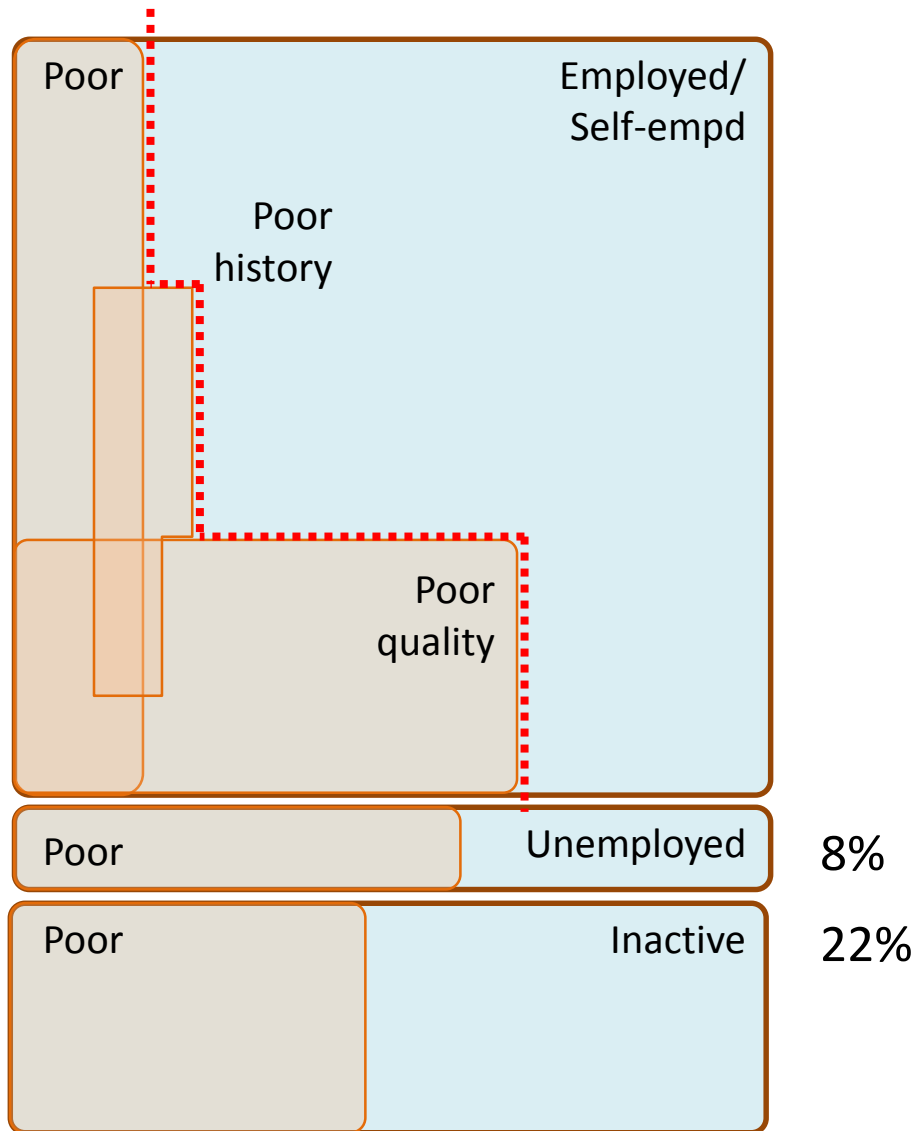
Any 1	36%
2+	8%

Scotland
32%
7%

8% Not working 29%

22%

Summary: Employment & social exclusion



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Work+poor	17%	12%
Work+poor qual	22%	16%
Work+poor hstry	6%	4%

Exclusionary empl

Any 1	36%	26%
2+	8%	5%

ONE THIRD of those in **exclusionary employment** have **made no progress in employment over last five years**

4. Conclusions:

Britain's broken labour market

- Need policy focus on “inclusionary employment”
 - Access to work – employment rates
 - Pay – Living Wage+, hours, underemployment
 - Stability/security – predictability, continuity
 - Quality – satisfaction, control, stress, physical
 - Progression