

What does 'exiting' a bad job mean and whose business is it?

- 1. What makes a job bad?**
- 2. How many can exit low pay?**
- 3. A New Deal for the low paid?**

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What makes a job bad?

Lloyd-Warhurst

- Low hourly pay
- Poor benefits (leave, sick, pension)
- Long/short/uncertain/ unsocial hours

- Agency status

- Lack of union/voice
- Poor job content

- Lack of progression

What makes a job bad?

Lloyd-Warhurst/Freeman

- Low hourly pay
- Poor benefits (leave, sick, pension)
- Long/short/uncertain/ unsocial hours

- Agency status
- **Poor health due to job**
- Lack of union/voice
- Poor job content

- **Lack of job satisfaction**
- Lack of progression

What makes a job bad?

Lloyd-Warhurst/Freeman/Holman

- Low hourly pay (inc. low relative pay)
- Poor benefits (leave, sick, pension)
- Long/short/uncertain/ unsocial hours
- **Lack of access to flexible working**

- **Agency status/no permanent contract**
- Poor health due to job
- Lack of union/voice
- **Poor job content (inc. lack of resources)**

- Lack of job satisfaction
- **Lack of progression (inc. monitoring/appraisal)**
- Lack of training

What makes a job bad?

Lloyd-Warhurst/Freeman/Holman/Moore

- Low hourly pay (inc. low relative pay)
- Poor benefits (leave, sick, pension)
- Long/short/uncertain/ unsocial hours
- Lack of access to flexible working
- **Work/life imbalance**
- Agency status/no permanent contract
- Poor health due to job
- Lack of union/voice
- Poor job content (inc. lack of resources)
- **Poor/no intra-work relationships**
- **Work intensification**
- Lack of job satisfaction
- Lack of progression (inc. monitoring/appraisal)
- Lack of training

Where's the badness come from?

The job itself?

- Low hourly pay/benefits
- Long/short/uncertain/ unsocial hours
- Agency status/no permanent contract
- Poor job content
- Work intensification

The employer/workplace?

- Low relative pay
- Poor/no intra-work relationships
- Lack of progression (inc. monitoring/appraisal)
- Lack of training
- Lack of union/voice
- Lack of access to flexible working
- Lack of job satisfaction

Largely beyond the workplace?

- Poor health due to job
- Work/life imbalance

Some possible responses

The job itself?

- Low hourly pay/benefits – **Metcalf-Dhudwar/Wills**
- Long/short/uncertain/ unsocial hours – **Metcalf-Dhudwar**
- Agency status/no permanent contract – **Forde-Slater**
- Poor job content
- Work intensification

The employer/workplace? – Freeman (?)

- Low relative pay
- Poor/no intra-work relationships
- Lack of progression (inc. monitoring/appraisal)
- Lack of training – **NPI (1/3rd as likely for unqualified)**
- Lack of union – **NPI (1/3rd as likely for low paid cf median)**
- Lack of access to flexible working
- Lack of job satisfaction

Largely beyond the workplace?

- Poor health due to job
- Work/life imbalance

Some observations

The job itself?

- Some win-win's (e.g. via higher productivity)
- But usually employee/employer interests conflict
- Conflict takes place in wider context

The employer/workplace?

- Freeman's 'shared capitalism' is a whole-hog response: are there incremental steps?
- Is 'workplace organisation' less inevitably a zero-sum employee/employer game?

Largely beyond the workplace?

- Roles of the state and civil society (as opposed to the market and the state) in making jobs bad

How many can escape low pay?

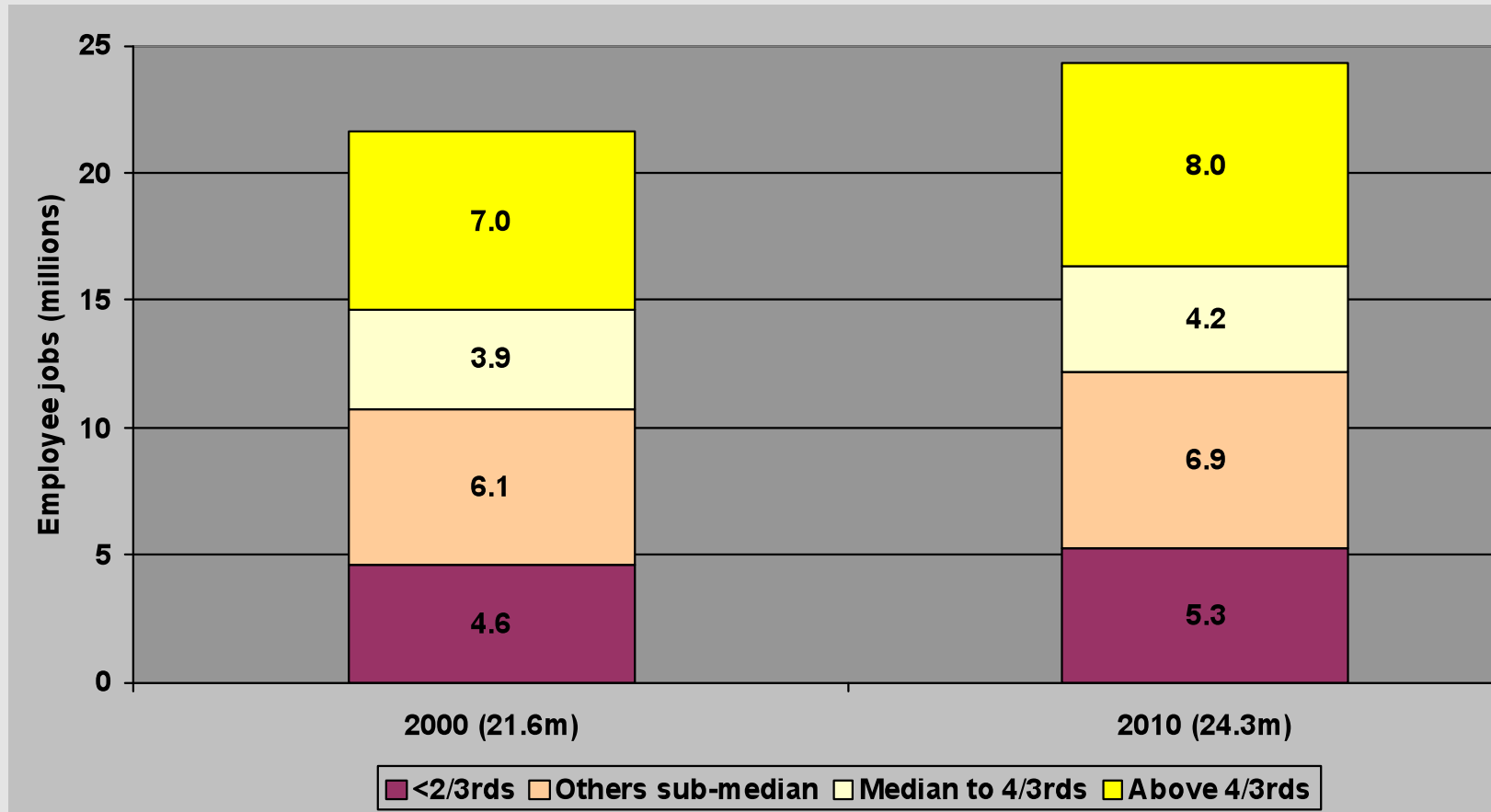
Data

- Use statistics on low paid jobs to quantify bad jobs (???)
- Number of UK employee jobs by age and hourly pay
- 2010 (published December) and 2000 – ASHE
- Totals unreliable but ok re pattern/distribution?
- Preliminary only (no gender, FT/PT, 'churn')

Classification according to hourly rate of pay

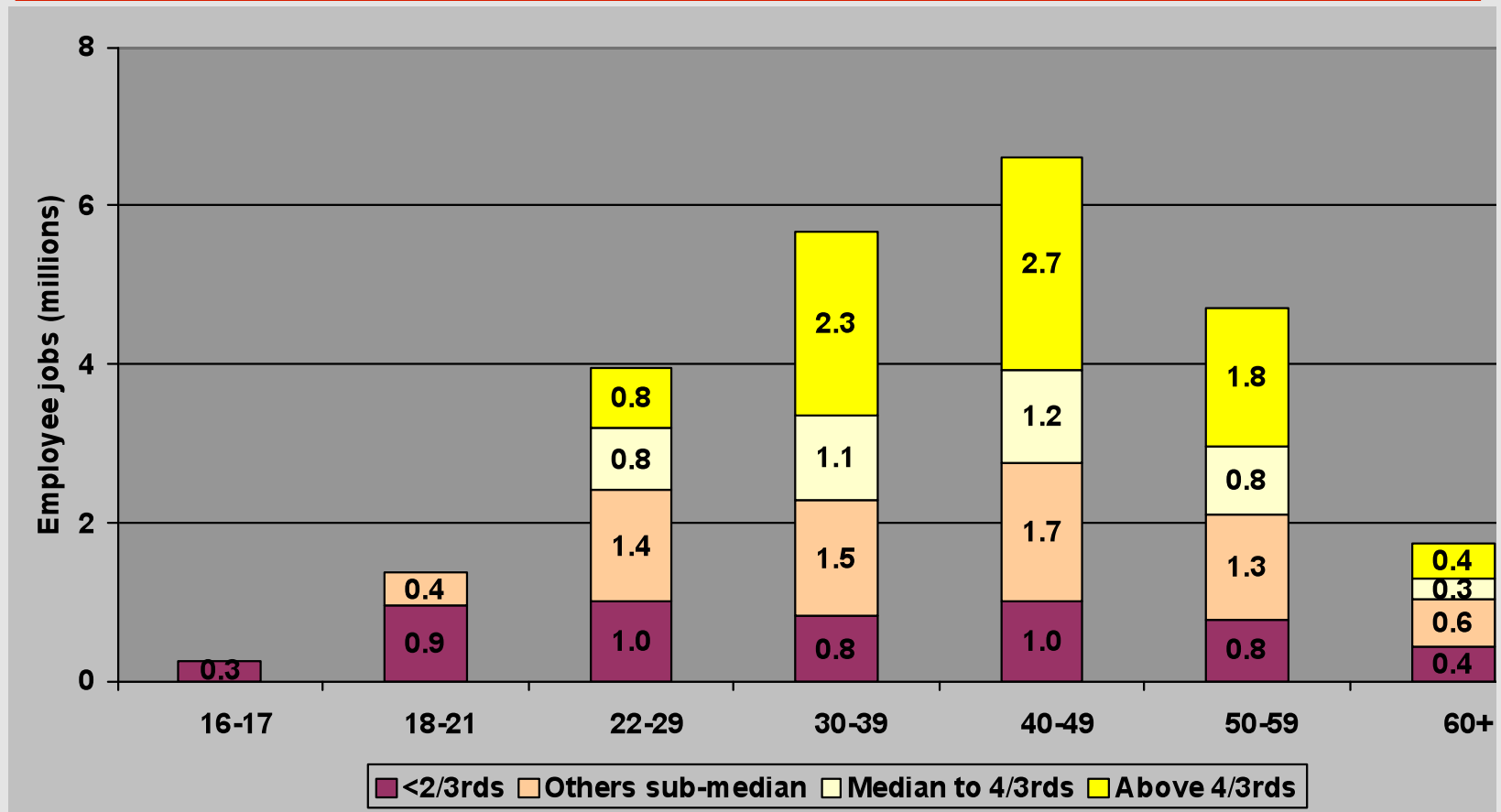
- a) $< 2/3^{\text{rds}}$ median
 - b) others sub-median
 - c) above median (sometimes split at $4/3^{\text{rds}}$ median)
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- Significance of (b): 2 adult, 2 child family with single FT worker on sub-median earnings still classed as in poverty

Jobs by hourly pay: 2000 and 2010



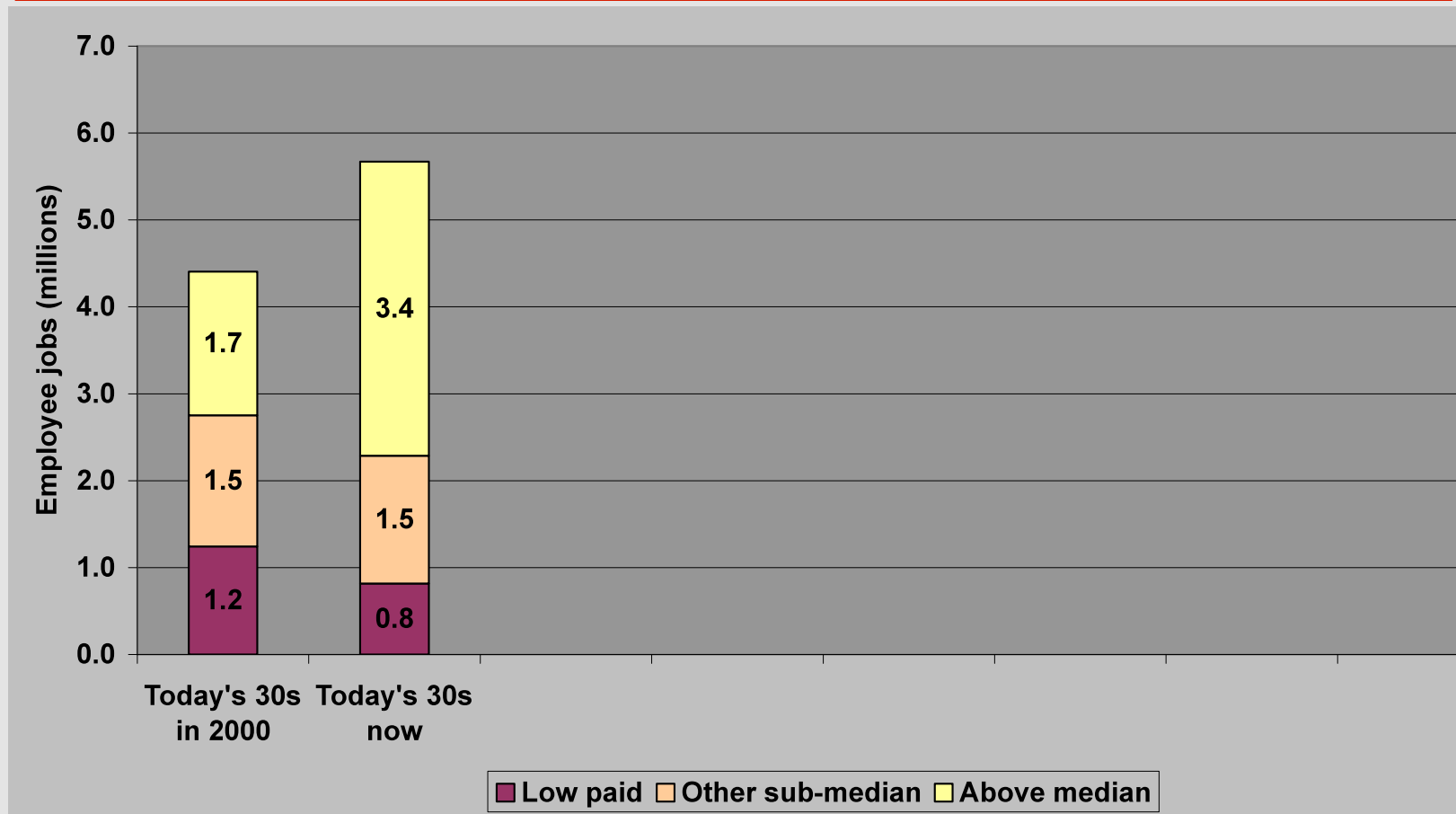
- Overall 13% increase 2000 to 2010 (+2.7m)
- Increase fairly uniform (except for median to 4/3rds)

2010 Jobs by hourly pay : by age



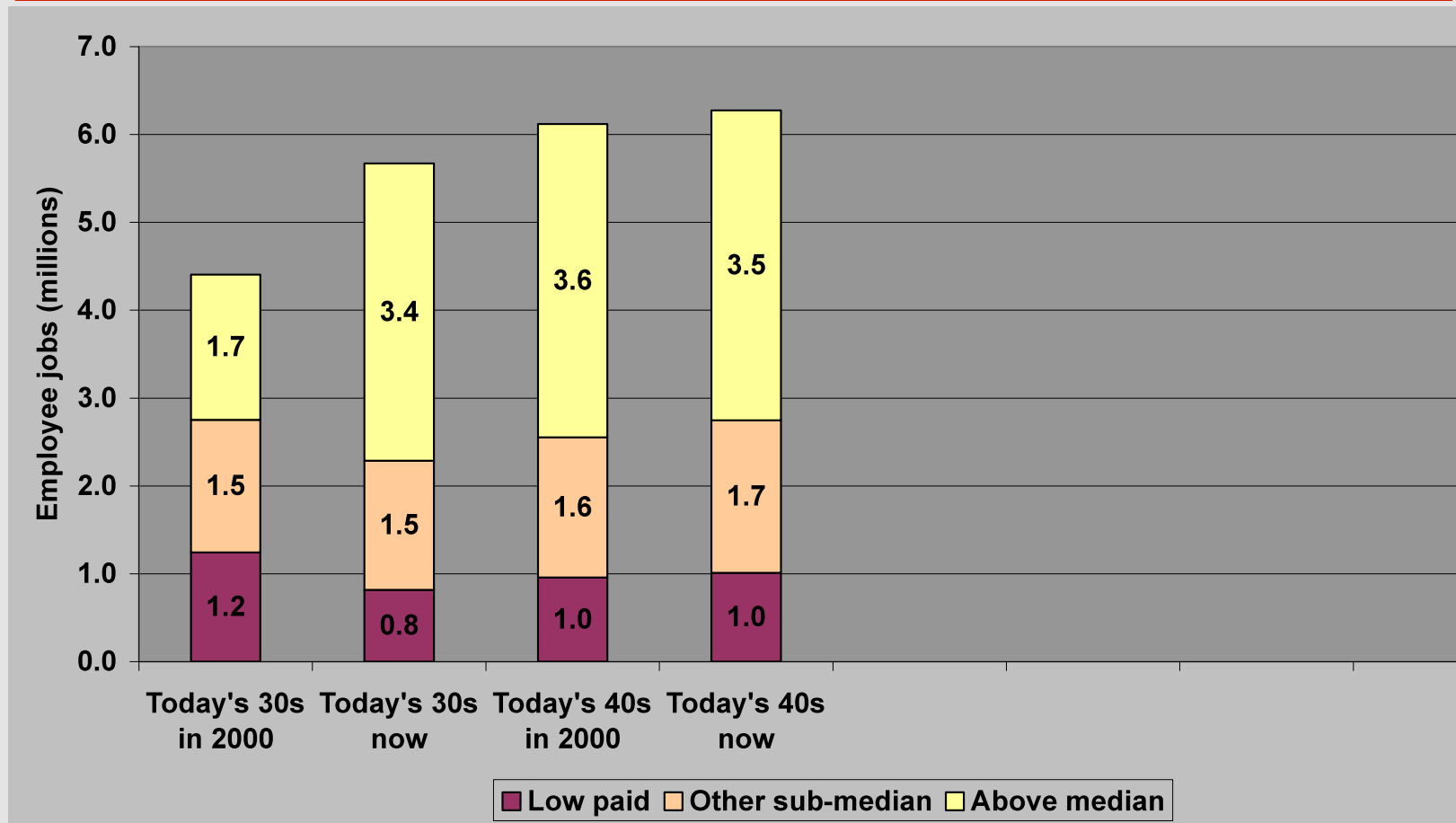
- Half low paid aged 30 to 59
- Numbers reflect several different effects

Today's 30s a decade ago and now



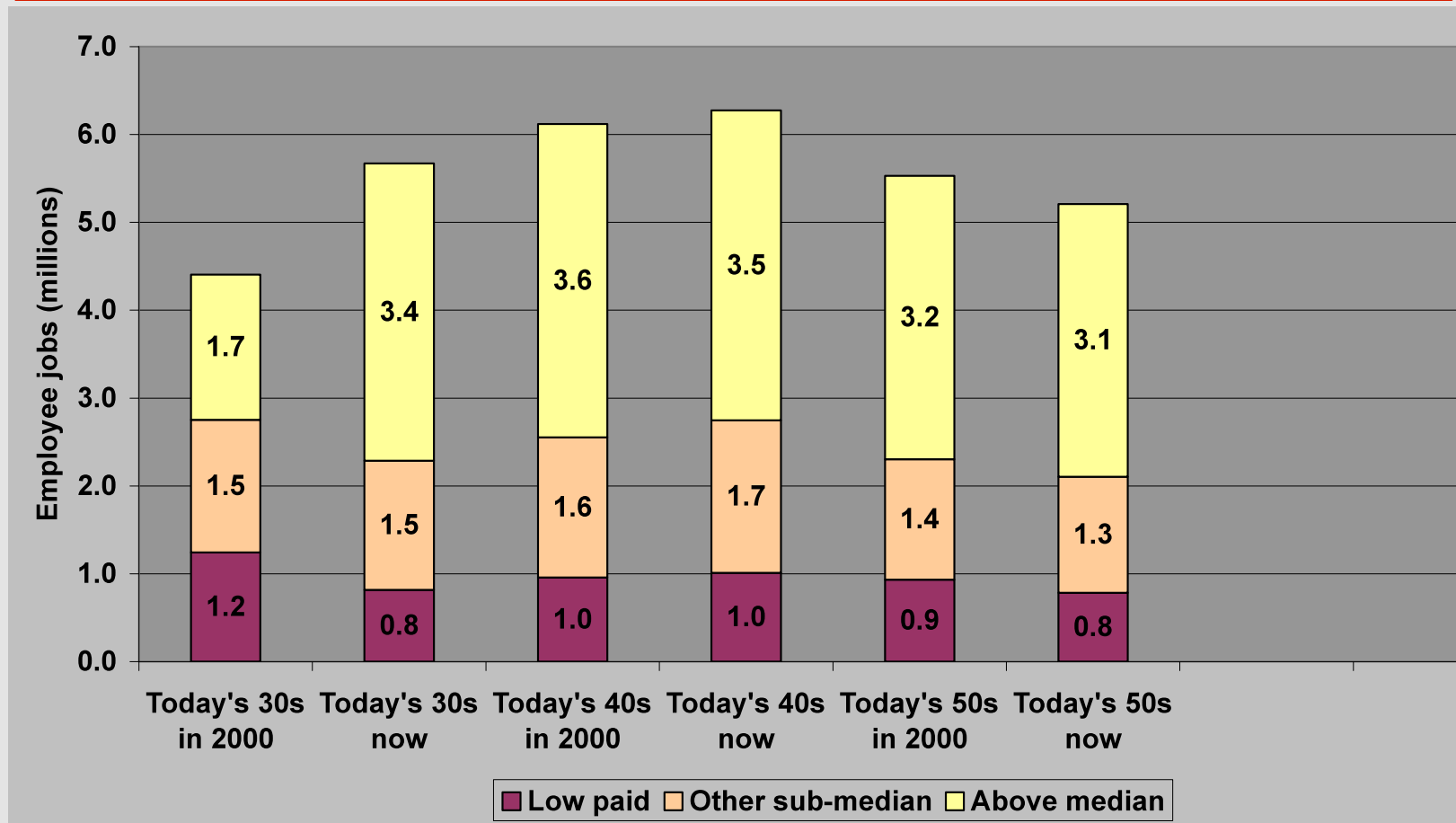
- Low paid jobs down by one third (0.4m)
- Total up from 4.4m to 5.7m, all (and some) in median+

Today's 40s a decade ago and now



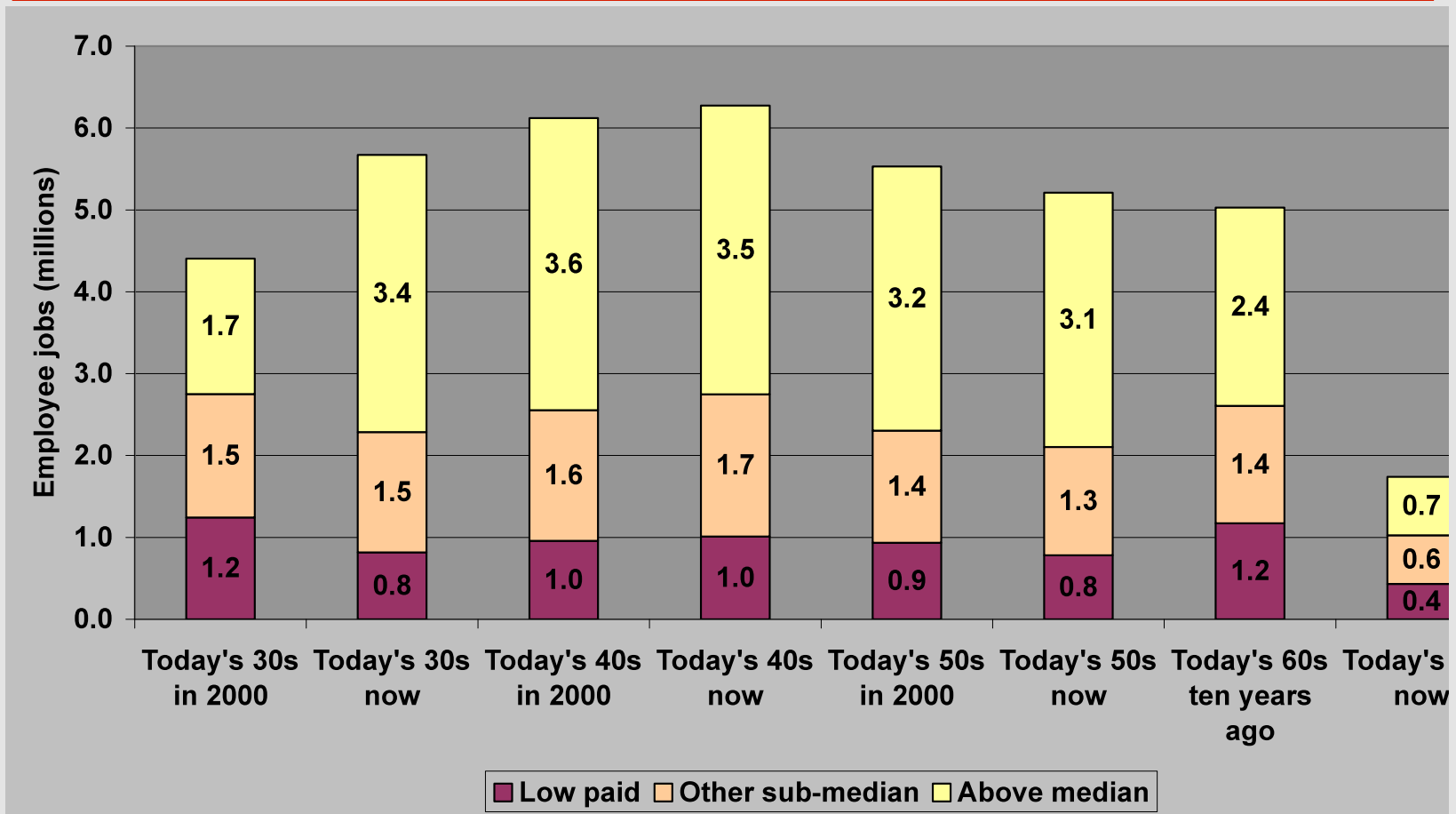
- Next to no change in total or mix
- Middle two columns show fewer 30s than 10 years ago

Today's 50s a decade ago and now



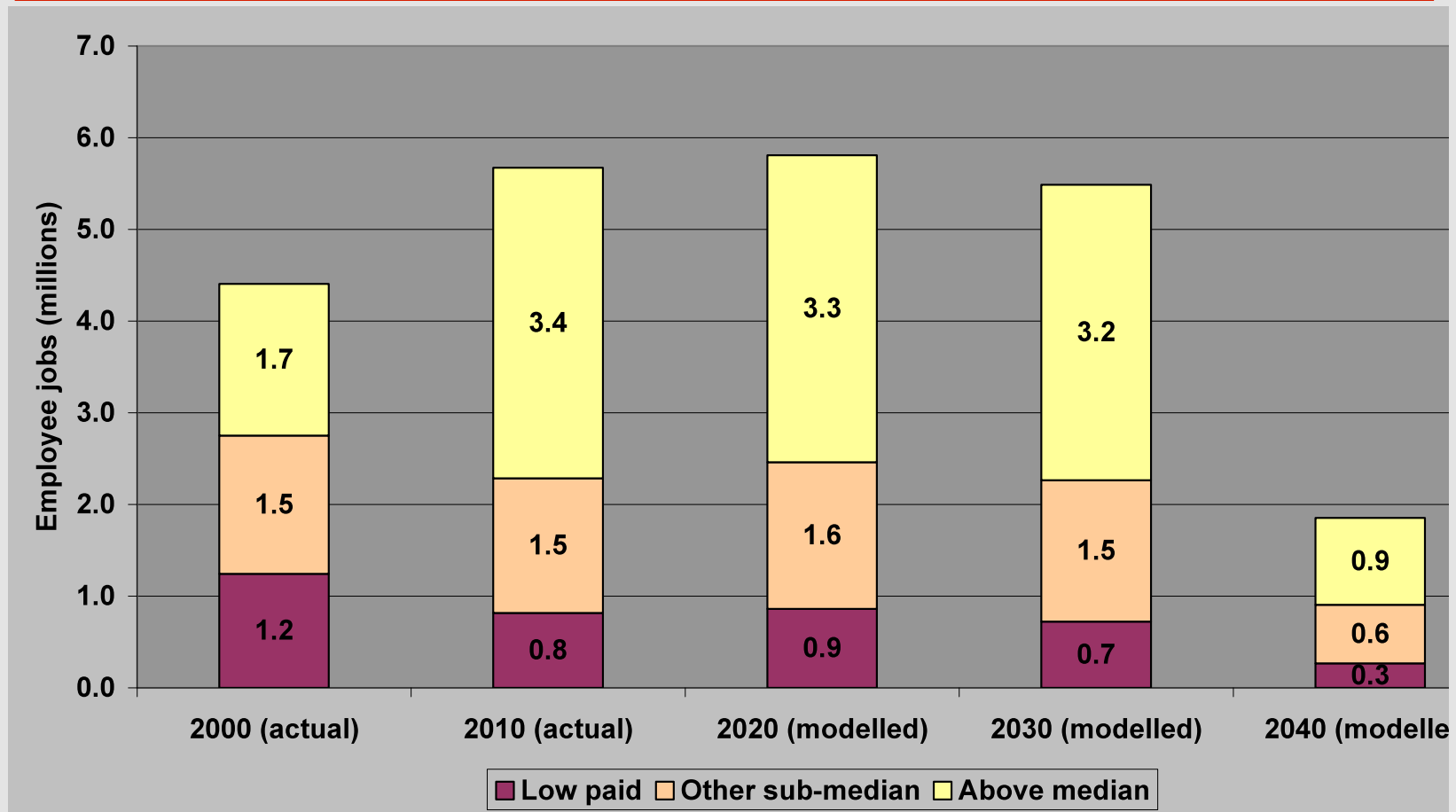
- Overall down 6%, proportionately more among low paid

Today's 60s a decade ago and now



- Overall down 63%, proportionately more among median+
- Use today 40s/50s/60s to model the future for one cohort

Modelling today's 30 somethings



- Big change 20s to 30s and post 50s – otherwise static
- ‘Long term’ low pay (30s-50s) some 2/3^{rds} of 20s level

Some conclusions

Whatever happens this won't

- Take account of gender + more graduates, older working
- Effects of supply/demand on pay

Exit is priority for under 30s

- Overall chances of exiting highest before 30
- Although all cannot exit, many can

Making bad jobs better is priority for 30s/40s

- Static picture => poorer odds of escaping low pay here
- Low paid only 15% (60%>median) so furthest behind peers
- Age of biggest commitments (esp. time) and low flexibility

What does exit depend upon?

Within the workplace

- Wider opportunities available
- Telling inequalities in access to work-related training
- State of local jobs market and opportunities there
- Clearly more than the job itself

Beyond the workplace

- Education and training
- Higher risk of low pay (and unemployed) if poorly qualified
- But many still avoid it – even a degree is no guarantee
- Improvement in headline 5A*-C GCSE masks little change until recently in % of 19 year-olds not reaching level 2
- A role for civil society

Time and better jobs

An awkward fact about low paid jobs

- 42% of all part-time are low paid (men/women same)
- PT jobs make up 56% of all low paid – the core of low pay
- But 82% of PT don't want FT
- So lots of people want PT jobs, even though low paid

What does this mean?

- Low pay poor proxy for bad jobs
- That for many, time is as big a consideration as money?
- Workplace dimension to this (n.b. intra-employee conflict)
- But also a civil society dimension
- Something that 'exit' and 'betterment' have in common

What can ease time constraints?

Mobility

- Convenience of work to home and other daily places
- Which in turn depends on transport (private/public)
- Responsiveness of key services (e.g. GP, banks, shops)
- And especially schools
- Safety of area (inc. roads) impacting on children's mobility

Support

- Availability of regular support (e.g. child/elder care)
- Availability of support at critical moments
- Proximity of friends and family

A New Deal for the Low Paid?

Much of this was there as 'social exclusion' but

- Crowded out by focus on getting people into work
- No overarching narrative
- No pressure on service providers to meet low paid needs
- Failure with huge political consequences

Scope depends on who the deal is with

- Wages and conditions?
- Workplace opportunities?
- Priorities for public services/amenity providers?
- Priorities for planning and development?
- Priorities for central government?

Starting point

- What would improve the lives of low paid workers?

Key political question

- Can this be done so as to have wider appeal?