

Employment, poverty and social exclusion

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Third Peter Townsend Memorial Conference
Poverty and Social Exclusion in the UK

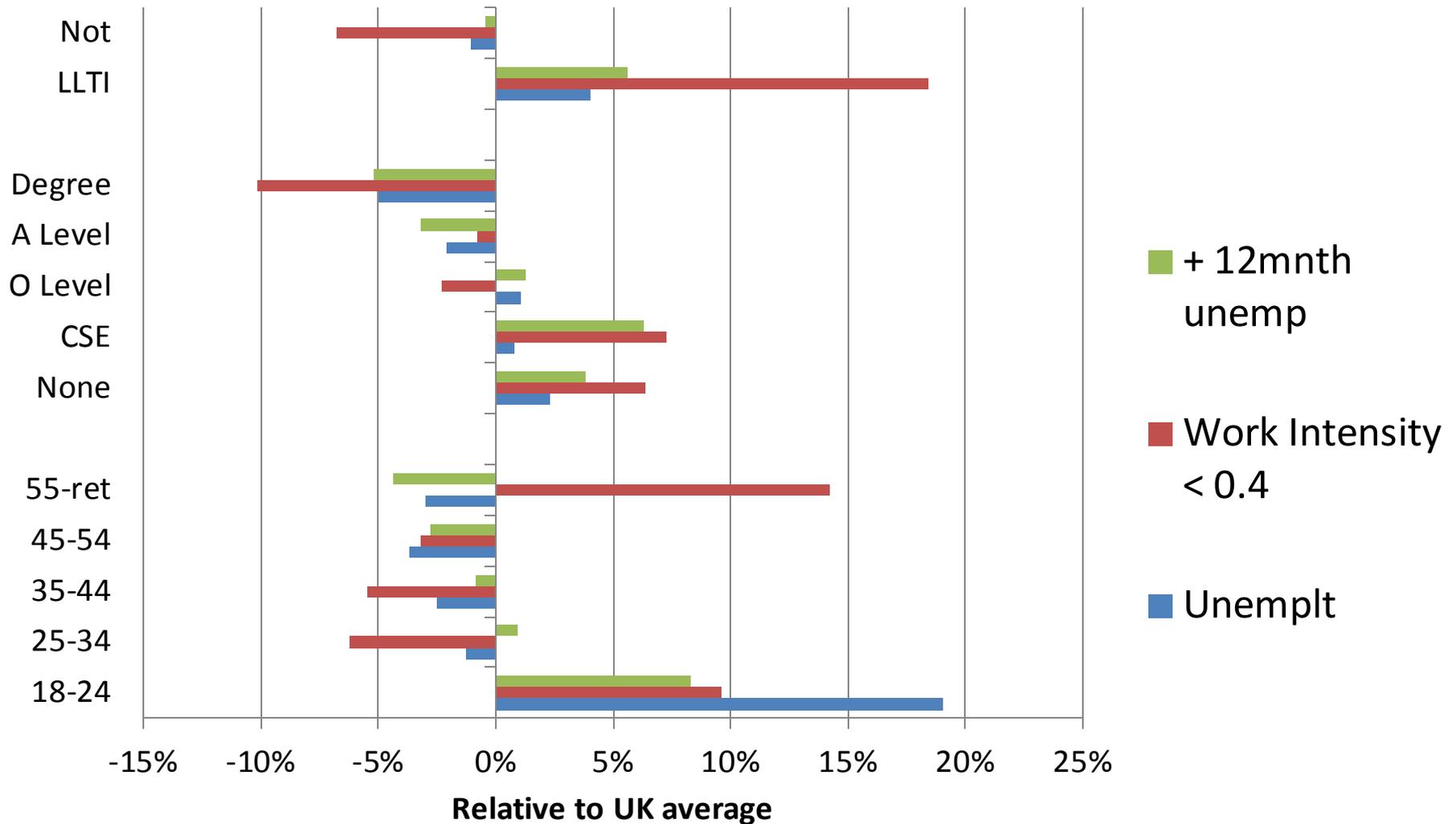




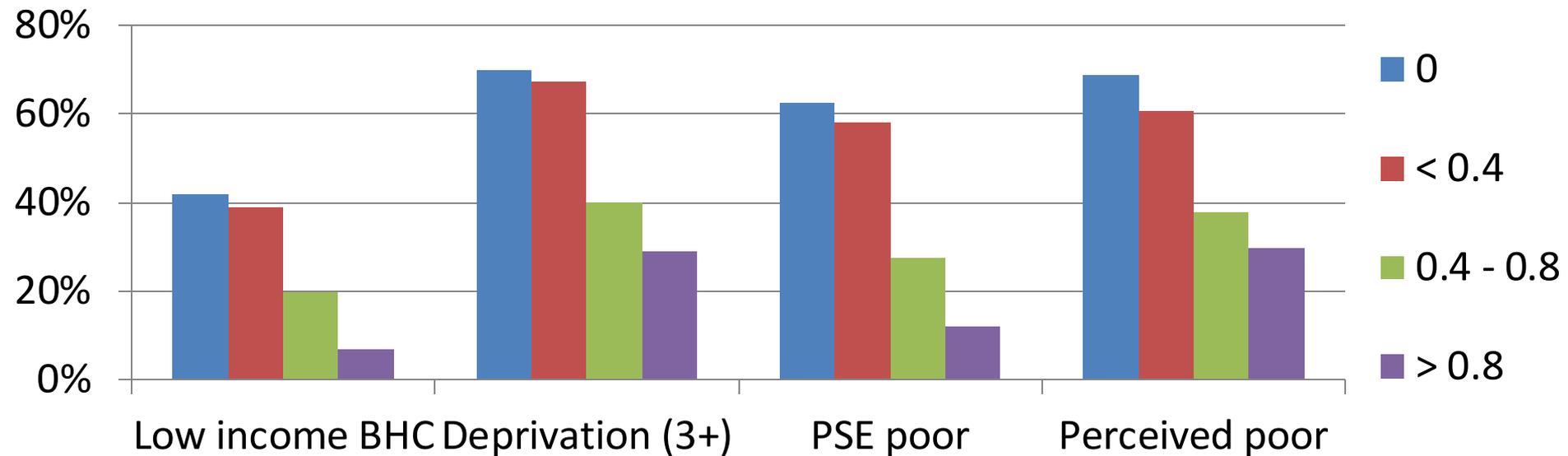
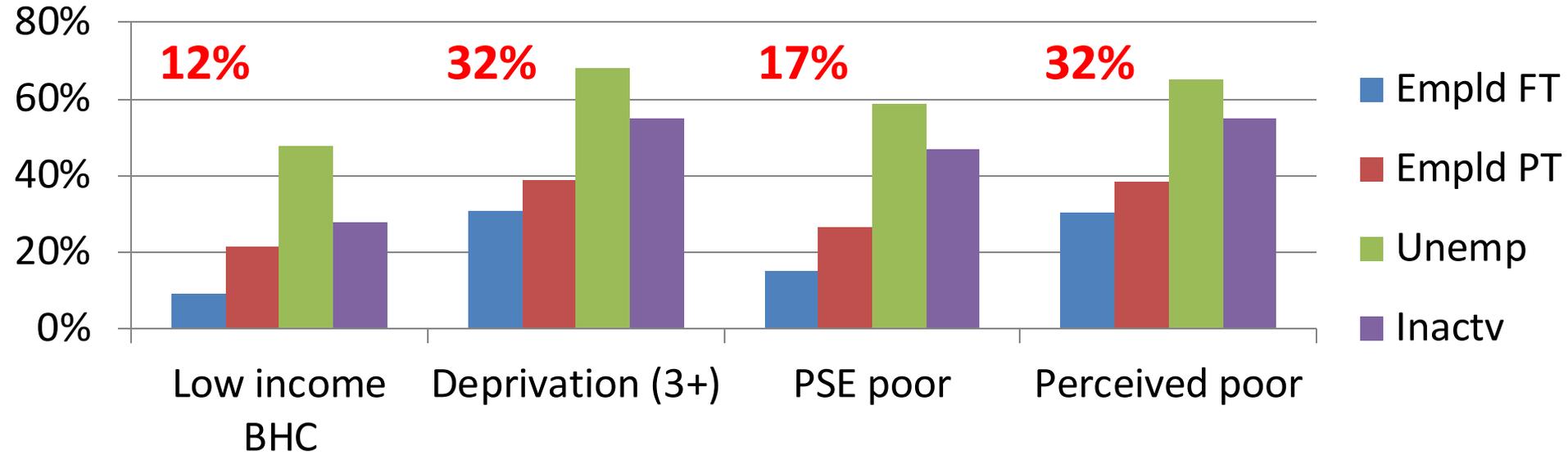
Labour market & policy context

- Long-term restructuring
 - More unequal returns, increasing ‘flexibility’
 - Recession reinforces this
- Policy
 - Minimum wage and tax credits BUT
 - Welfare reforms, sanctions AND
 - Absence of labour market regulation
- Drives rise of in-work poverty
 - 52% of low income 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

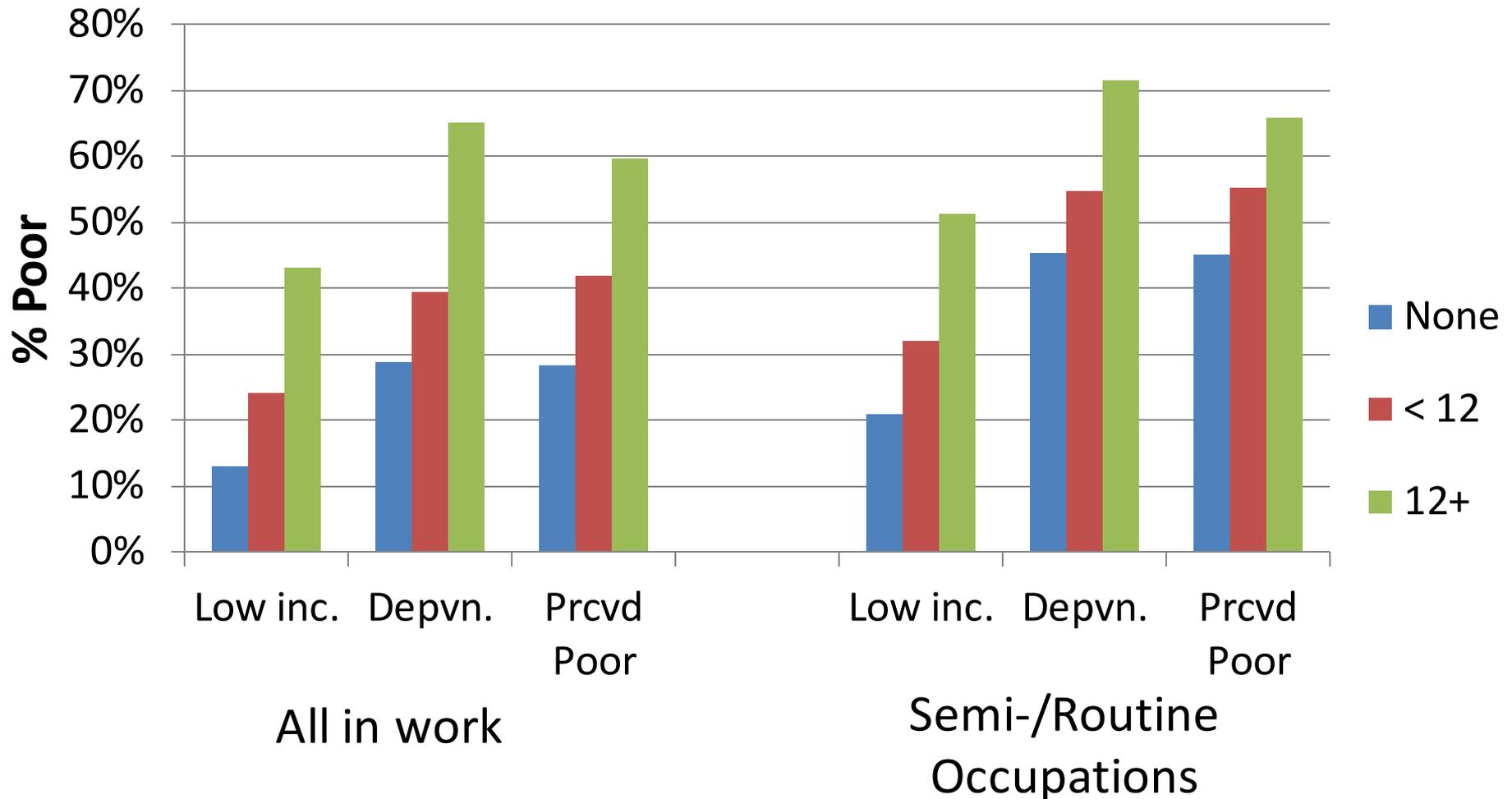


2. Employment and poverty



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Poverty risks by employment history



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 many people, problem is NOT lack of access to employment
 - 46% of working age adults who are poor are in work
 - 44% of working poor work 40+ hours a week
 - 50% of working poor in households with Work Intensity > 0.8

3. Employment, Health & Well-being

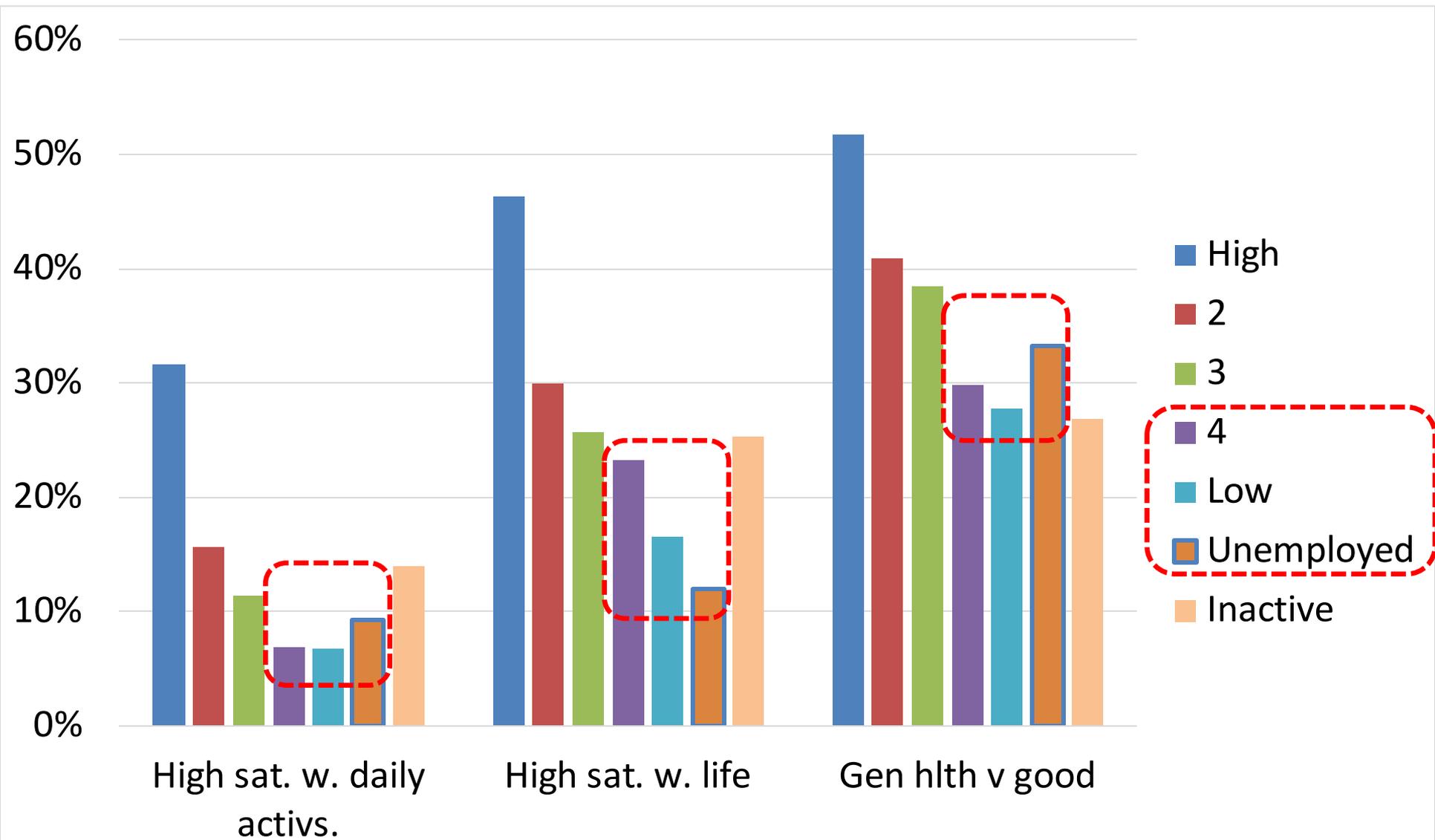
- Impacts of employment on health & WB
 - Status, identity, routine, structure
 - Material or economic resources
 - Quality of work
 - Physical demands, hazards
 - Psychosocial environment
- Two-way relationships



3. Employment, Health & Well-being

- **Employment quality – sum of five scores**
 - 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

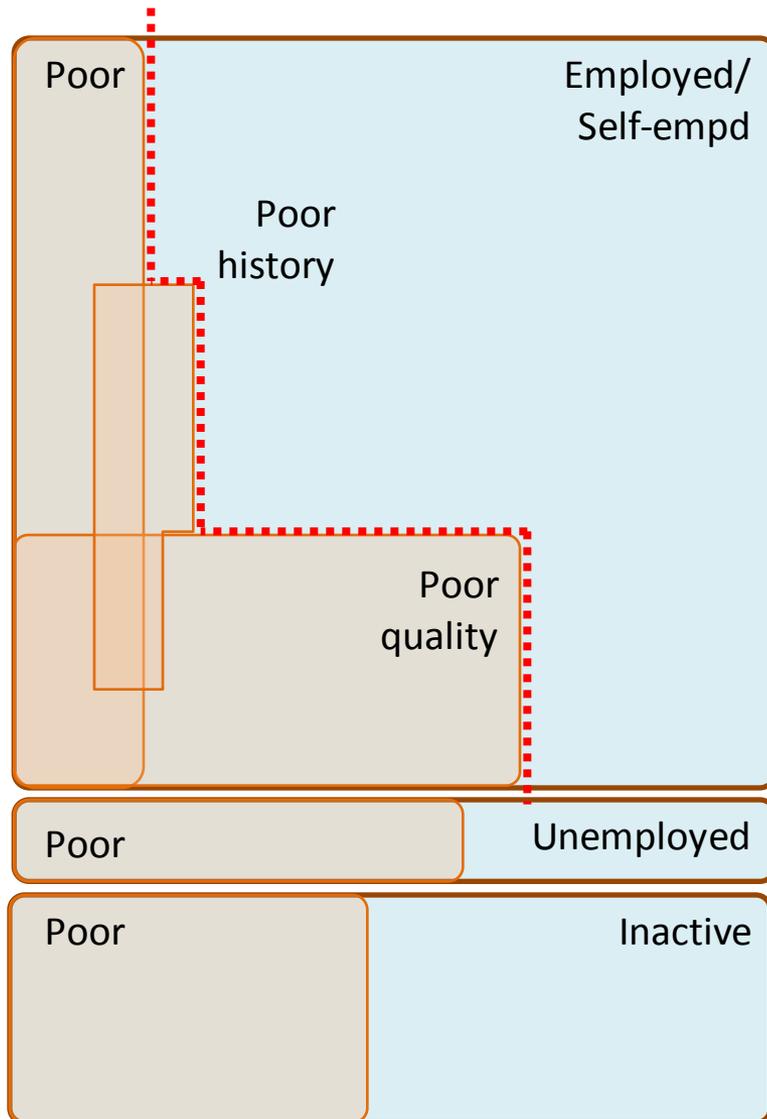


3. Employment, Health & Well-being

- People in **lowest quintile for job quality** have health/well-being no better than unemployed
 - After controlling for gender, age, physical health, income and 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



Summary: Employment & social exclusion



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

Exclusionary employment

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

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

- 44% of those with 2+ disadvs

4. Conclusions

- One-in-six (17%) in work is poor
 - Half (46%) of working age poor are in work
 - Almost half (44%) of working poor are working full-time
- Policy needs focus on “inclusionary employment”
 - Employment status, hours and pay rates
 - Quality – satisfaction, control, security, stress, physical
 - Stability and continuity
 - Progression