

# EXAMINING THE TRENDS AND PROFILE OF INSECURITY AT WORK

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**Nuffield  
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# Understanding Britain's jobs through the SES series: key features

- More than **29,000 interviews** across **seven surveys**
- **Random selection**, face-to-face **hour long** interviews with workers, aged 20-60/65
- Spanning **three decades**
- Providing data on jobs in **Britain** with evidence on job-related well-being, participation at work, job security, skills use, training and worker attitudes.

# Importance

- Insecurity is costly to society as a whole
- 12.5 million working days are lost due to work-related stress, depression or anxiety
- Rehabilitating sufferers carries costs for the NHS and puts strain on service provision
- It undermines the organisational commitment of sufferers, reduces productivity and raises levels of absenteeism
- Workers' well-being is also reduced

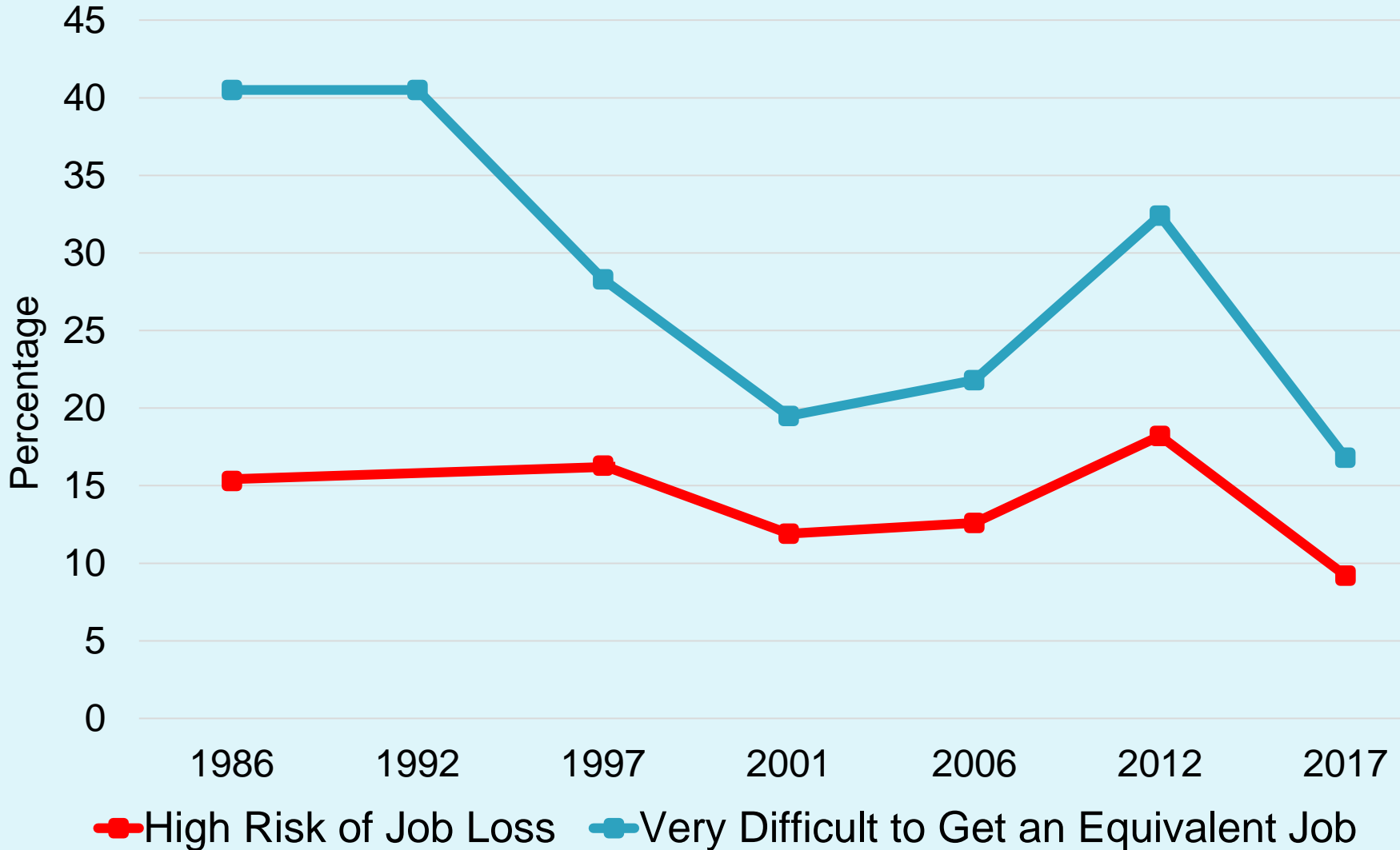
# Indicators of Insecurity at Work

Five indicators:

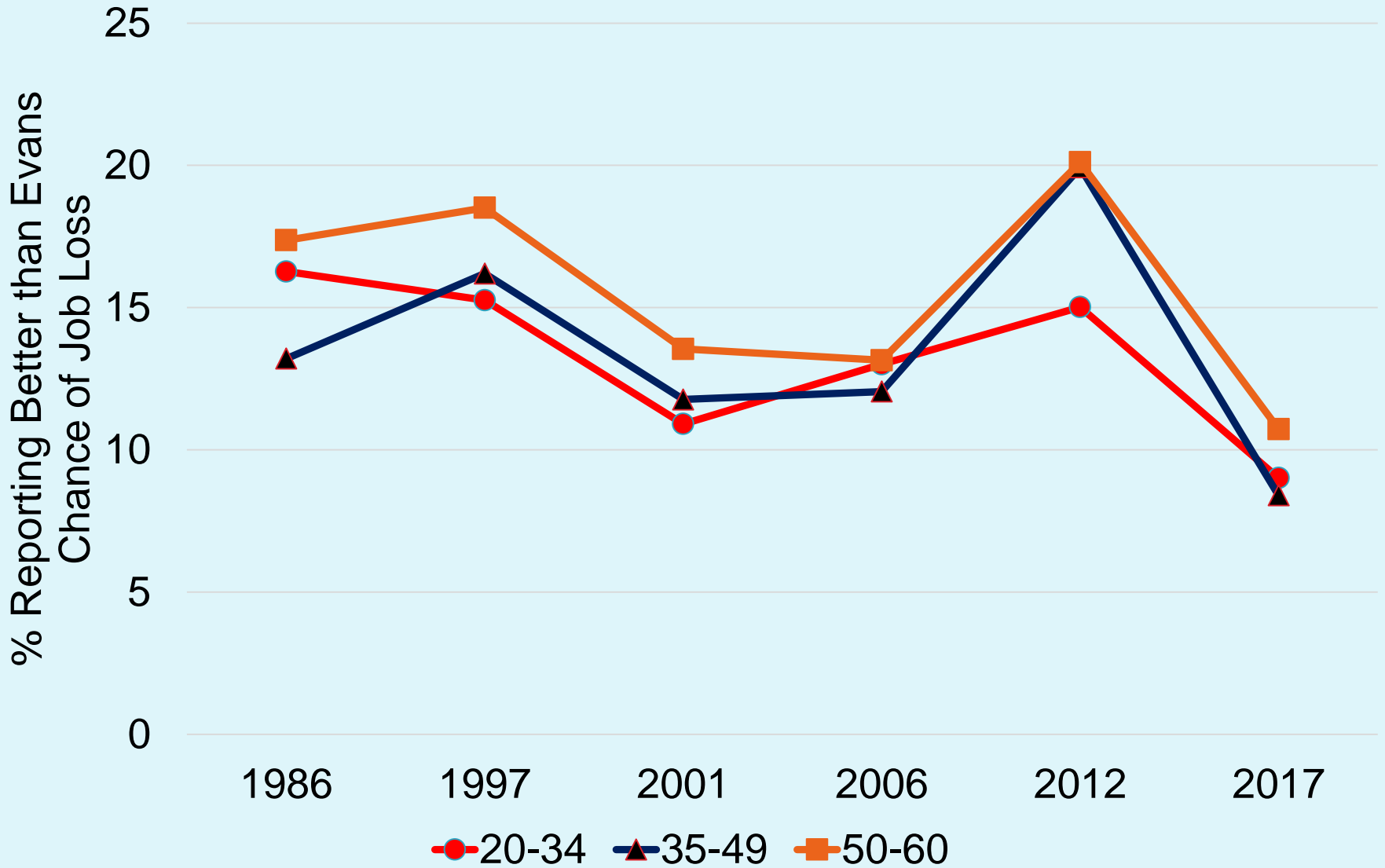
- Risk of job loss\*
- Difficulty of getting 'equivalent' job\*
- Anxiety over 4 types of changes to the job†
- Worries about 3 types of ill treatment†
- Insecure working hours†

Two (\*) based on respondents' probability estimates and three (†) based on the effects of scenarios

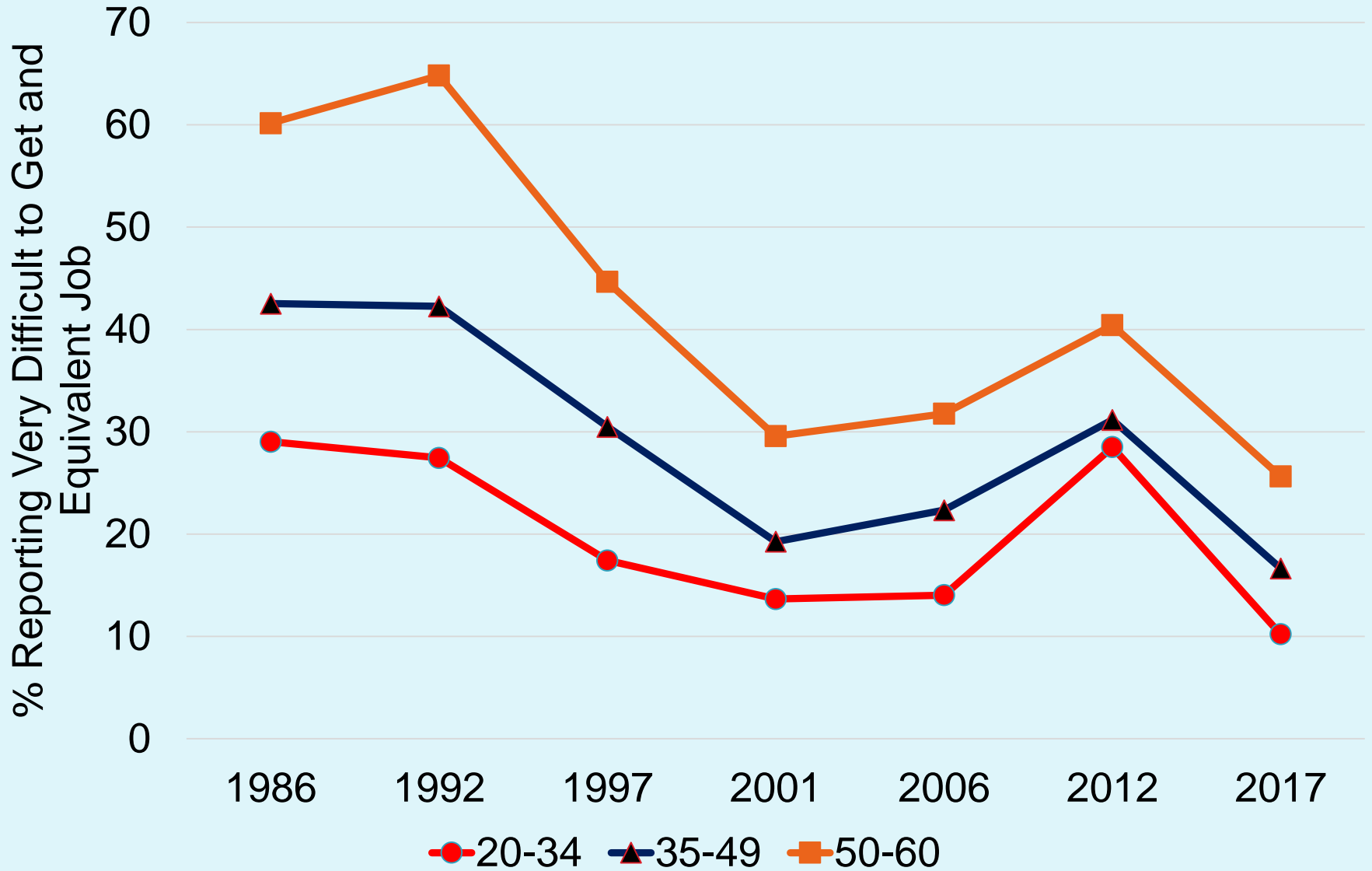
# Risk and Cost of Job Loss



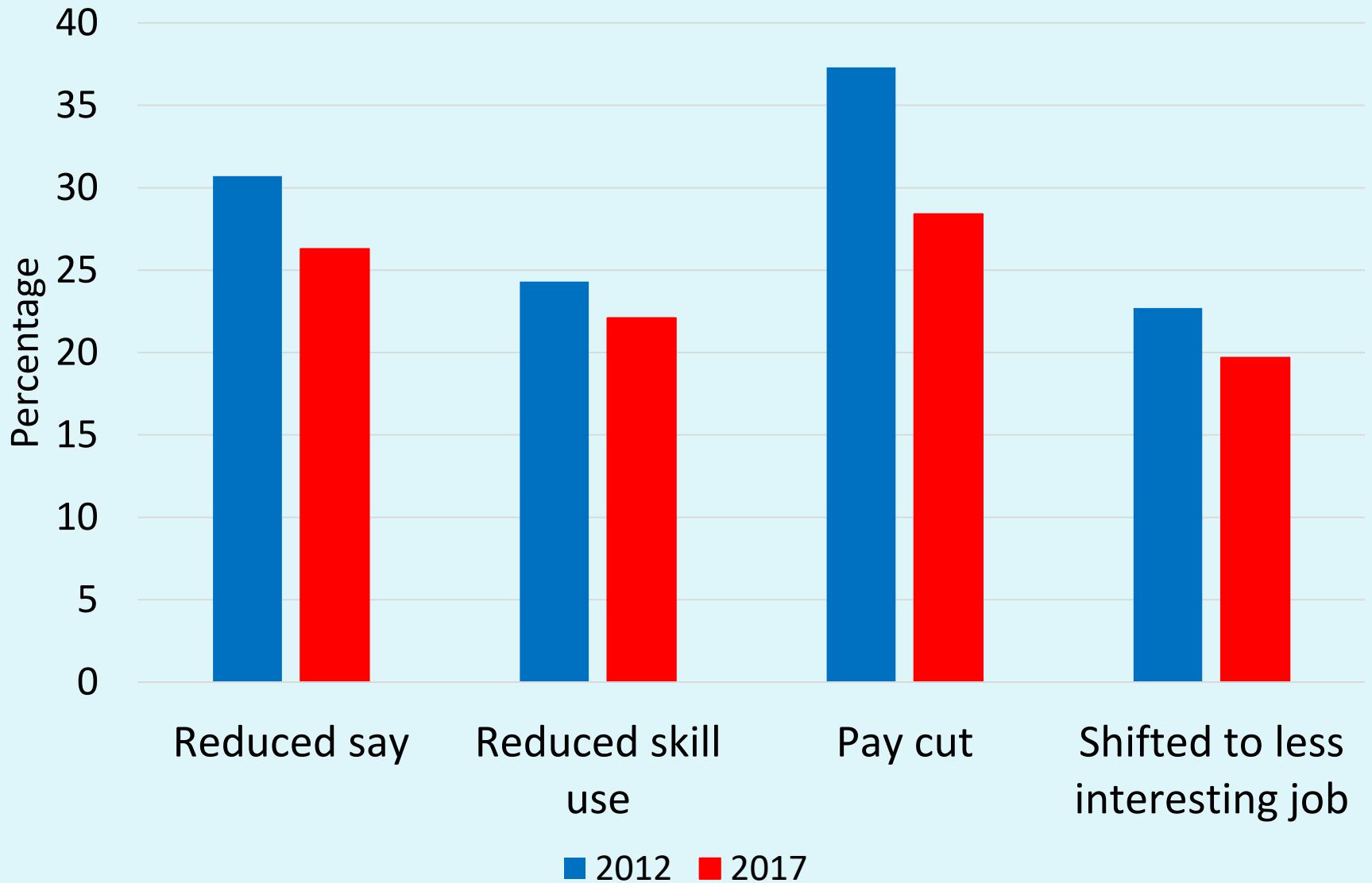
# Risk of Job Loss by Age



# Cost of Job Loss by Age

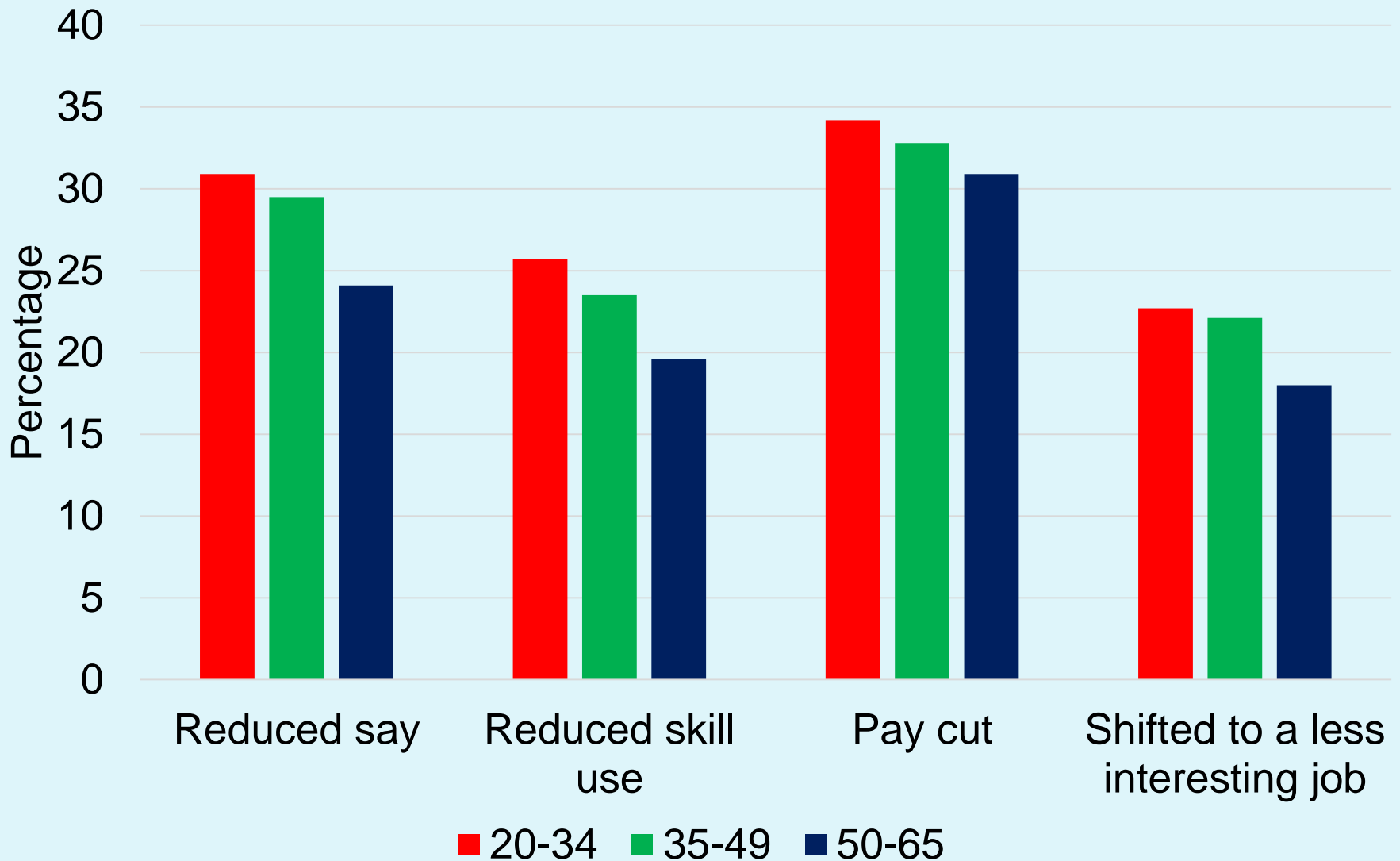


# Anxiety About Changes to Job

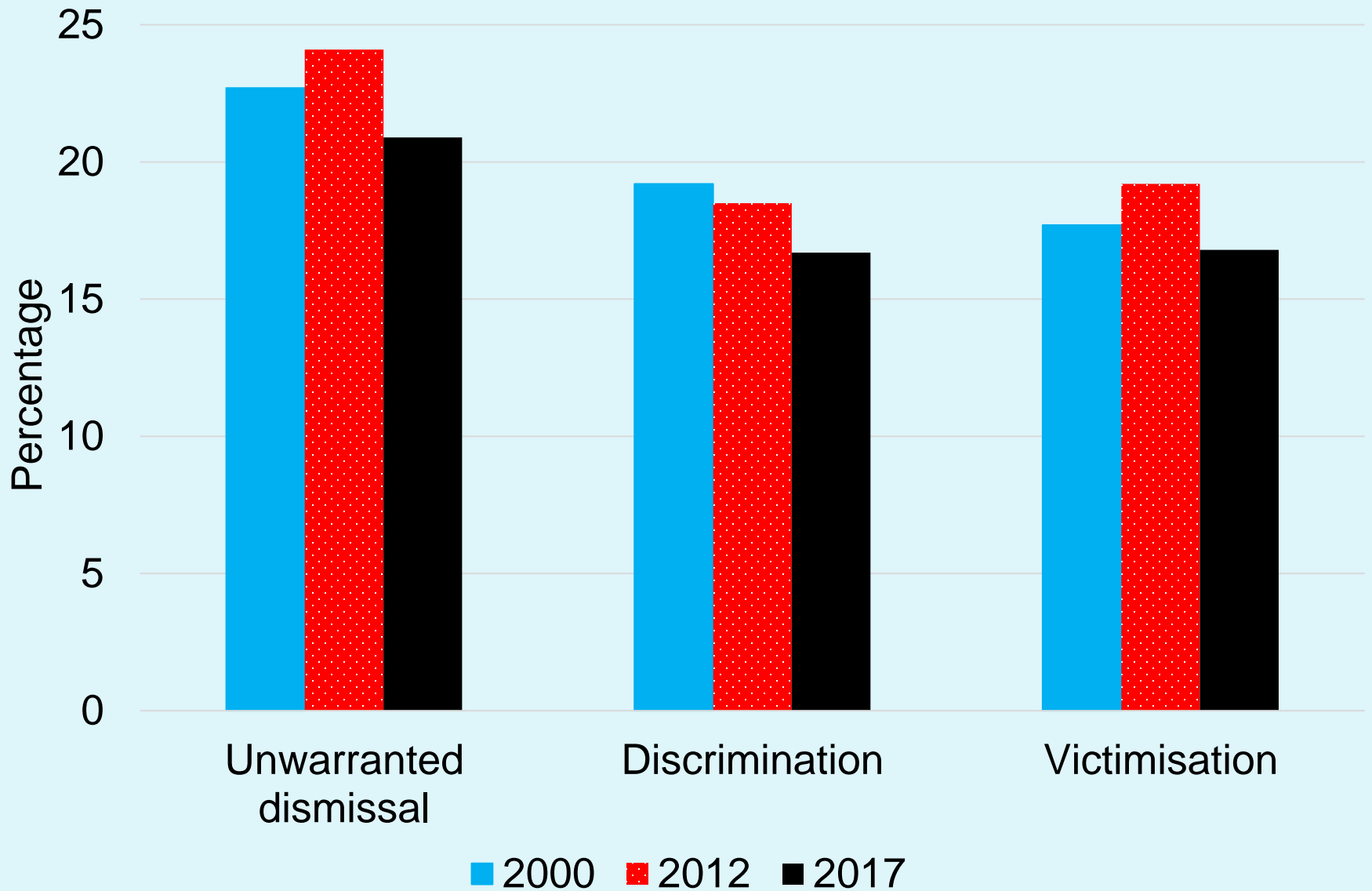




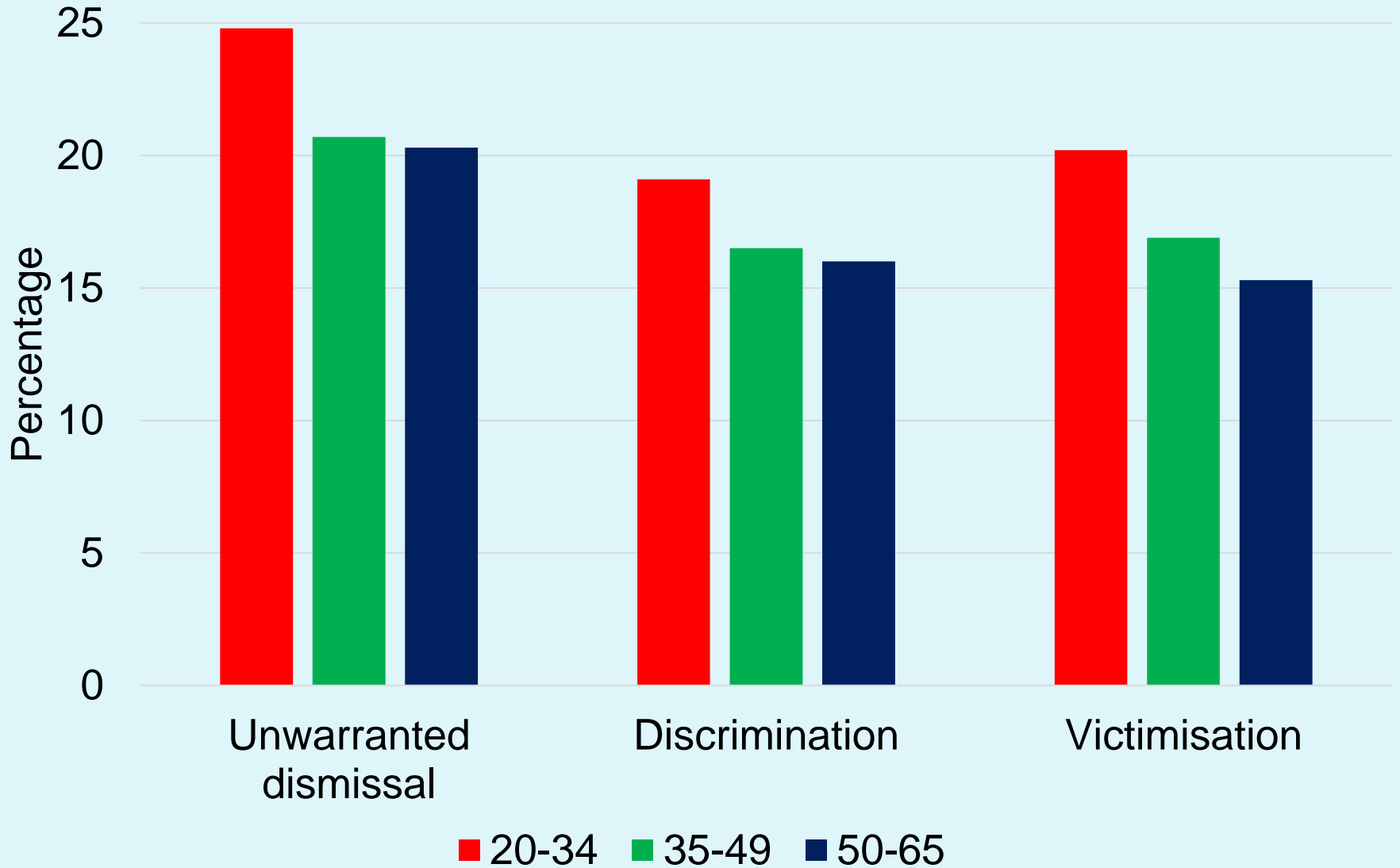
# Anxiety About Changes to the Job by Age



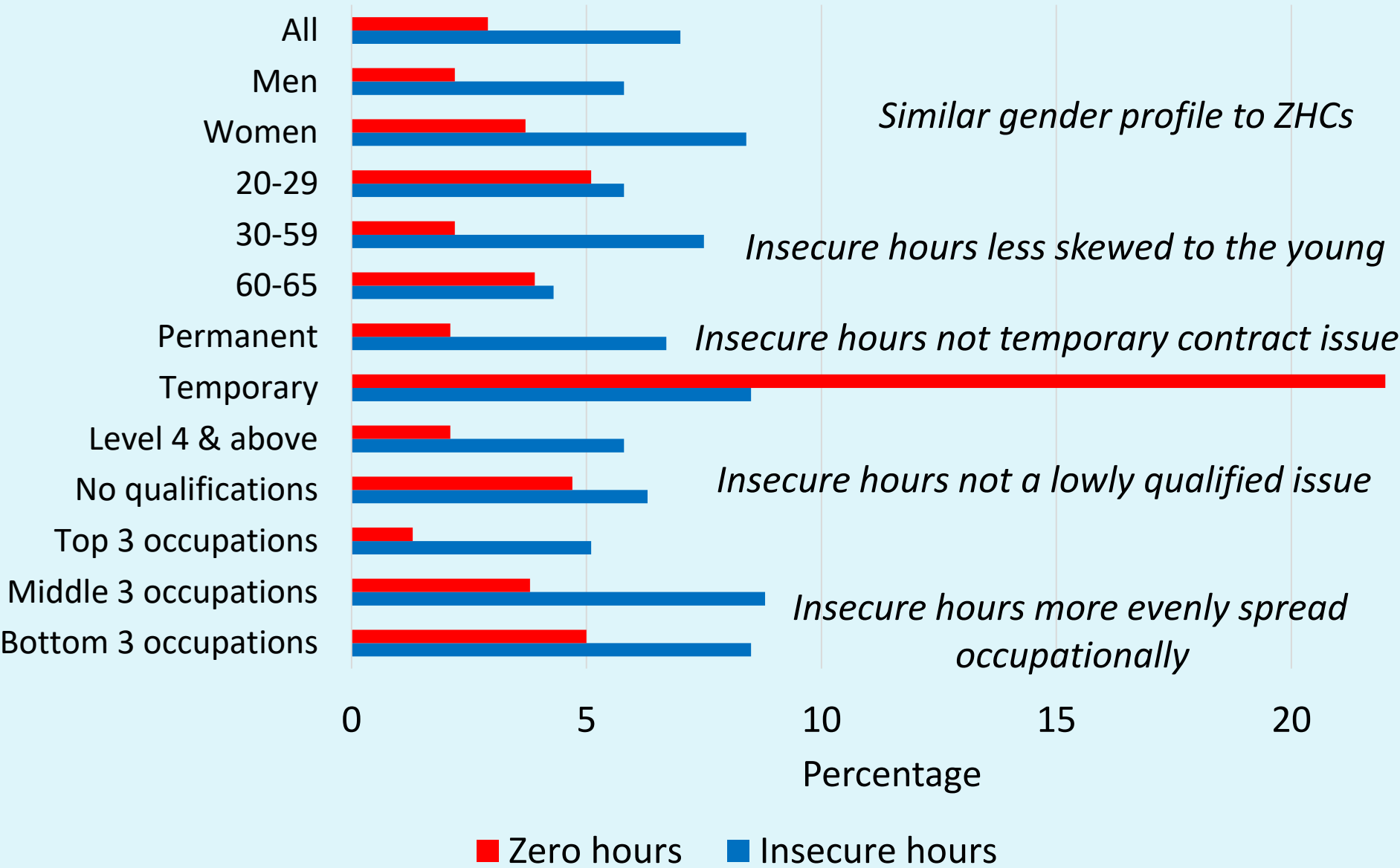
# Worries About Ill Treatment



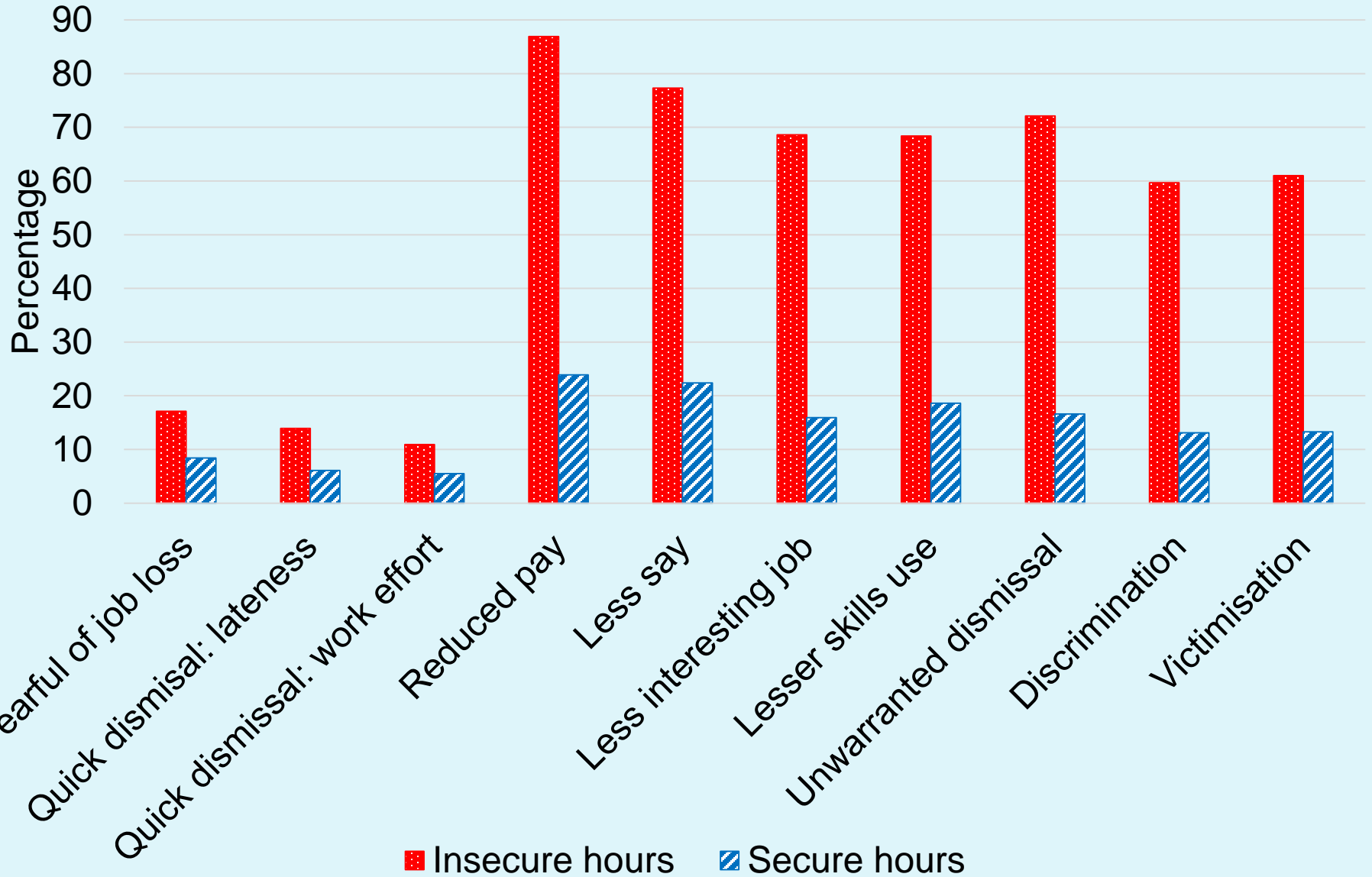
# Worries About Ill Treatment by Age



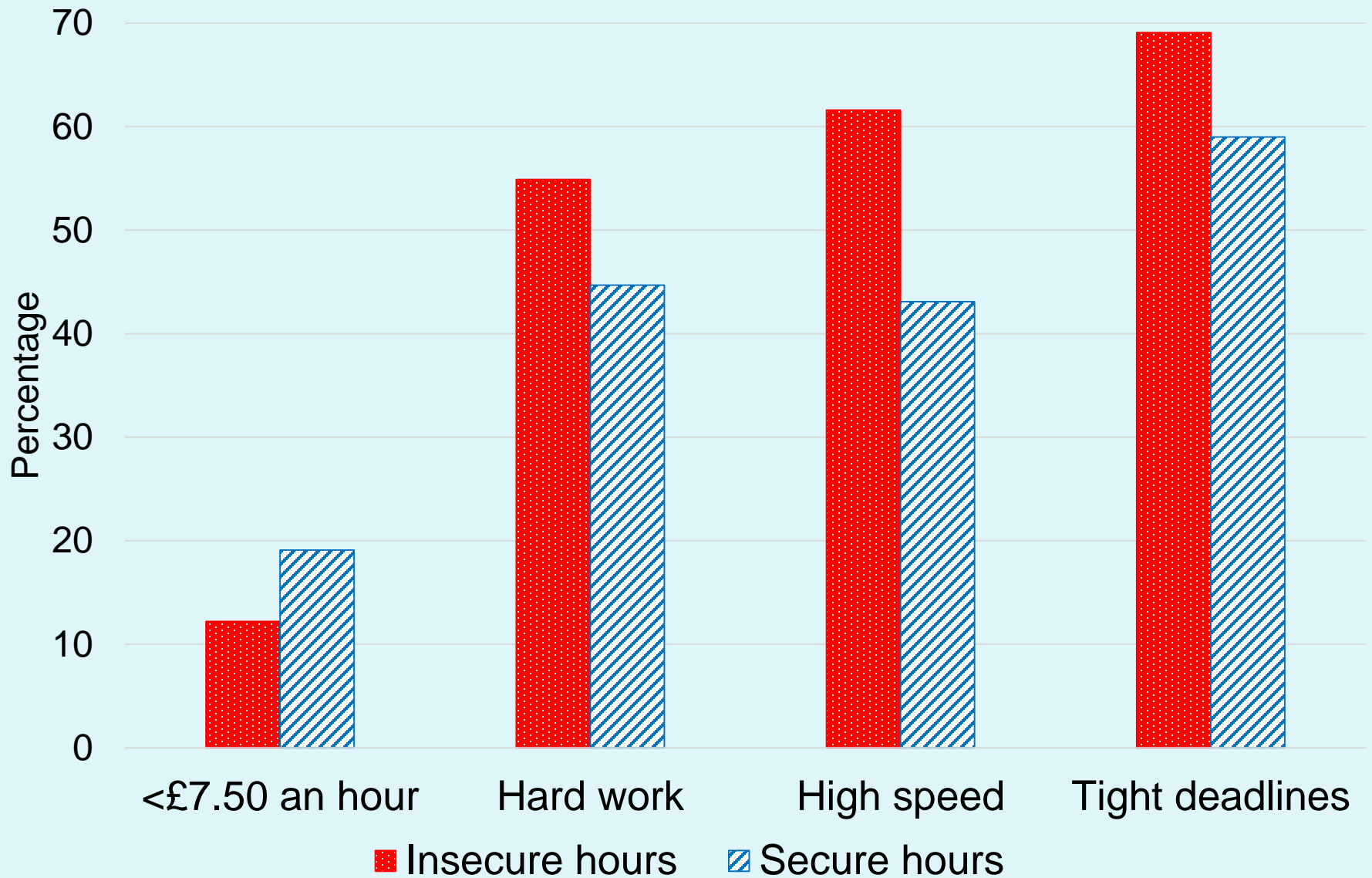
# Profile of Insecure Hours & ZHCs



# Insecure Hours and Other Anxieties



# Insecure Hours, Pay and Work Effort



# Summary & Implications

- Since 2012 insecurity has fallen
- However, not all have benefited to the same extent with men, for example, benefitting most
- Younger workers more anxious about ill treatment and changes to their existing job, but less worried about their ability to find an equivalent job if necessary
- 7% report that they are very anxious that their working hours will be changed unexpectedly (1.7 million = 2½ times the number on ZHCs)
- The quality of these jobs is poor & not a young worker issue
- Promotion of good work should focus on reducing the uncertainty of working hours which extends beyond those on ZHCs



Job quality quiz: [www.howgoodismyjob.com](http://www.howgoodismyjob.com)

Promo video: <https://youtu.be/GG-ffEQnDeE>

Project web site: [www.cardiff.ac.uk/ses2017](http://www.cardiff.ac.uk/ses2017)



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# Skills and Employment Survey 2017

The Skills and Employment Survey (2017) collects data on what people do at work, what skills they use and how they work.

The 2017 survey is the seventh in a series of studies which began in 1986. A total of 3,306 workers took part in the latest survey. These cross-sectional surveys provide the means to chart and explain the changing pattern of job quality and skills over time. The series is a crucial part of social science research infrastructure which has provided the basis for many publications, such as those listed in the [Skills and Employment Survey \(2012\)](#).

Results from the 2017 survey were launched at two events in July and October 2018 and are contained in six short first findings reports. A job quality quiz ([www.howgoodismyjob.com](http://www.howgoodismyjob.com)) was also launched in July. Find out more about how best to measure job quality and get an insight into the questions asked in the survey by reading our guide - [what are the best measures of good work?](#)



## Short reports

- [Productivity in Britain: the Workers' Perspective PDF, 769.58 KB](#)
- [Skills Trends at Work in Britain PDF, 365.56 KB](#)
- [Fairness at Work in Britain PDF, 483.83 KB](#)
- [Work Intensity in Britain PDF, 510.49 KB](#)
- [Participation at Work in Britain PDF, 603.75 KB](#)
- [Insecurity at Work in Britain PDF, 404.47 KB](#)

## Technical reports

- [Skills and Employment Survey 2017 - Technical Report](#)

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