HOW GOOD OR BAD ARE TODAY’S JOBS?
SOME RESEARCH HEADLINES

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Pay Regularly Reported Using Official Data

### Hourly wages growth: 1986-2011

<table>
<thead>
<tr>
<th>Year</th>
<th>Bottom 10%</th>
<th>Average</th>
<th>Top 10%</th>
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<tbody>
<tr>
<td>1986</td>
<td>£4.80</td>
<td>£7.78</td>
<td>£14.78</td>
</tr>
<tr>
<td>2011</td>
<td>£7.01</td>
<td>£12.62</td>
<td>£26.75</td>
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</table>

Increase: 47% (Bottom 10%), 62% (Average), 81% (Top 10%)

**SOURCE:** ONS
Nearly one in four workers in Wales is paid less than they need to live on, according to major new report

- 24% of workers in Wales are paid less than the Living Wage
- This compares to 22% in UK as a whole
... and Real Average Pay Has Fallen Since 2008
Unemployment Also Regularly Tracked & Reported ... Again Using Official Data

• Before the recession unemployment rates in Wales were similar, if not better, to those in the UK as a whole
• However, in the recession unemployment grew faster in Wales than in Britain
• This gap remains – latest figures give an unemployment rate in Wales of 5.9% compared to 5.6% in Britain (June 2015)
## Less Frequent Surveys on Job Quality

<table>
<thead>
<tr>
<th>Date</th>
<th>Survey</th>
<th>Sample Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>1986</td>
<td>Social Change &amp; Economic Life Initiative</td>
<td>4047</td>
</tr>
<tr>
<td>1992</td>
<td>Employment in Britain Survey</td>
<td>3855</td>
</tr>
<tr>
<td>1997</td>
<td>Skills Survey</td>
<td>2467</td>
</tr>
<tr>
<td>2001</td>
<td>Skills Survey</td>
<td>4470</td>
</tr>
<tr>
<td>2006</td>
<td>Skills Survey</td>
<td>7787</td>
</tr>
<tr>
<td>2012</td>
<td>Skills and Employment Survey</td>
<td>3200</td>
</tr>
</tbody>
</table>
Skills and Employment Survey 2012

• Interviews with workers adults aged 20 to 65 in Britain
• 3,200 interviewed in 2012, of which 587 were in Wales (407 in 2006)
• Sampling procedure: national random probability samples, with interviews at home, lasting one hour
• Data taken from responses given to over 360 questions on skills and the quality of work beyond pay
Two Short Welsh Reports
(longer report also available)

JOB SKILLS, QUALIFICATION USE AND TRAINING IN WALES:
Results from the Skills and Employment Survey 2012
Alan Felstead, Rhys Davies and Sam Jones

Headlines
Work is an important feature of the modern Welsh economy. A lot is known about pay, but less is known about other features of work such as what skills do jobs require, how relevant are qualifications for work, and how does training and learning compare with other parts of Britain. This Report provides some answers.

- Jobs are less skilled in Wales than in the Rest of Britain or London and the South East, with part-time jobs in Wales among the lowest skilled of all.
- The mismatch between the supply of, and the demand for, qualifications is proportionately larger in Wales than in other parts of Britain. However, the overqualified in Wales are better able to use their skills once in work, this reverses a pattern found in 2005.
- The intensity of training is lower in Wales and it fell faster between 2006 and 2012 than anywhere elsewhere. Both the requirement to learn at work and the capacity to learn from other colleagues also fell.

WELFARE, INSECURITY AND ATTITUDES TO WORK IN WALES:
Results from the Skills and Employment Survey 2012
Rhys Davies, Alan Felstead and Sam Jones

Headlines
Attitudinal data on the experience of work and the intrinsic quality of work in Wales are relatively rare. This Report offers unique insights into the stresses and strains of work, the attitudes of workers towards employment and who they work for, and the fear of job loss.

- Working hours are shorter, and job-related stress and work strain are lower in Wales than in the Rest of Britain or London and the South East.
- Workers in Wales attach greater importance to employment and exhibit higher levels of organisational commitment compared to other parts of Britain.
- Perceived levels of job security are higher in Wales than elsewhere in Britain. However, the costs associated with job loss are greater in Wales reflecting the relative lack of comparable employment alternatives.

Ponuddau
Mae gwasht yn nodweddi bwyso o econome fodem Cymru. Gymddan lawer am gyflogau, ond nid ydym yn gwybod cymaint am nodweddi erall gwasht fel pa gollau sydd eu hangen ar gyfer swydd, pa mor berthnasol yw cymwystera ar gyfer gwaith, a sut Mae hyfforddiant ddisgwyl gysgu cymorth a rhannau erall o Brydain. Mae'r adroddiad hwn yno thyr thai alebion.

Mae swydd i fflod medrus yng Nghymru o gymharu â gweddill Prydain neud Lundain a dedwyraen Lloegr, ac mae swydd ma an-seryng yng Nghymru ymhith y thai lleol medrus.

O ran cyfran, mae mwy o wahanolbeth rhwng y cymwysterau sydd ar gael a'r galw am gymwysterau yng Nghymru nac yn rhannau erall o Brydain. Fodd bynnag, Mae'r thai sydd â mwy o gymwysterau na'r hyn sydd ei angen yna gollau defnyddio eu gollau well ar ôi da dechrau gweithio; Mae'r hyn yno gwythedol yno'r wely yno'n 2006.

Mae dwyyst hyfforddiant yno is yng Nghymru a leiaudd yng gylfffin rhwng 2006 a 2012 nac y gwasht mewn unrif y gwaith. Gwelwyd gostyngiad helyd yno yr angen y da bywyd yno y gwaith a'r galw i ddisgy n gydweithuro.

Mae orlau gwasht yno ffranch ac mae straen sy'n ymwneud â swyddi a gwaith yno is yng Nghymru na'r gweddill Prydain neud Lundain a dedwyraen Lloegr.

Mae gweithwyr yng Nghymru'n rhoi mwy o bwysicais yr gylfffin a dengos lefelau uchw o ymwymiad sefydluol o gymharu â rhannau erall o Brydain.

Mae lefelau'r canflyddiau yng Nghymru'n rhifol iawn â chyfrif yno'r gweddill yng Nghymru nac ydym mewn rhannau erall o Brydain. Fodd bynnag, Mae'r costau sy'n gysylltir â chollu swyddi yng Nghymru'n uchw gan adlewyrchu'r prindwr cymharol o swyddi erall sydd ar gael.
... but pay is just part of the story!
What about the non-pay quality of work?

1. Trends in Training
NOW IS THE TIME TO INVEST IN SKILLS

Fears of Training Cutbacks

“In an economic downturn, there is always a temptation ... to cut spending on staff training.”

Calls for Restraint

“But it’s a false economy.”

“We must not pay the price of failing to invest in the talent on which our future will be built.”

An Open Letter to UK Employers

As leaders of major businesses, business organisations and trades unions in the United Kingdom, we are absolutely committed to investing in training.

In an economic downturn, there is always a temptation for businesses – large and small – to cut spending on staff training. When times are tough, it looks a simple way to cut costs.

But it’s a false economy. Research in 2007 confirms that firms that don’t train are 2.5 times more likely to fail than those who do. Now is precisely the time to keep investing in the skills and talents of our people. It is the people we employ who will get us through. When markets are shrinking and order books falling, it is their commitment, productivity and ability to add value that will keep us competitive.

Investing now in building new skills will put us in the strongest position as the economy recovers. Skills to support the development of new products and services will shape whether we are ready to gain competitive advantage when growth resumes. From our experience in previous downturns, it was the businesses that did invest in their staff which saw the most dynamic recovery.

Even in these difficult times, there are real opportunities we should seize. In many businesses, it will be easier to find the time to release staff for training. Larger businesses could strengthen their supply chains by developing training in partnership with suppliers. For individuals, committing to training is the best way to maximise future employment opportunity. And there is a wide range of training available now for businesses to use from colleges, universities and training providers, many of them publicly funded.

Through the work of the UK Commission for Employment and Skills, employers are making sure that this training is simple to access, clear and easy to use, and adds real economic value.

The skills of our people are our best guarantee of future prosperity – and the best investment a business can make in challenging times. We must not pay the price of failing in the talent on which our future will be built.

Sir Michael Rake
Chairman, UK Commission for Employment and Skills

Marvyn Davies CBE
Chairman, BFI Group plc

Brendan Barber
Chairman, Standard Chartered plc

Richard Lambert
Chairman, Trades Union Congress

Sir Stuart Rose
Chairman, Marks and Spencer plc

This advertisement was placed by the UK Commission for Employment and Skills
No Evidence of a Recession Effect on Incidence of Training

Four-Week Training Rate, by Employment Status

Source: own calculations from LFS 1995-2012.
But Training Episodes Less Than One Week Rising
But the Quality of Training Has Not Suffered
2. Trends in Skills Under-utilisation
Over-qualification Rates

% of Jobs Held by Workers/Graduates

- Overqualified: all workers
- Overqualified: graduates

Overqualification above average in UK

How Does the UK Compare? Not Very Well!
How Does Wales Compare? … Not Very Well

Degree Mismatch, 2006-2012

% of graduates in workforce minus % of graduate jobs

London & South East
Rest of Britain
Wales

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2012</th>
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<tbody>
<tr>
<td>London &amp; South East</td>
<td>2</td>
<td>2.5</td>
</tr>
<tr>
<td>Rest of Britain</td>
<td>2.5</td>
<td>3</td>
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<tr>
<td>Wales</td>
<td>6</td>
<td>6.5</td>
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But Focusing on Supply is Not Enough

Source: UKCES Employer Skills Survey 2013
3. Trends in Work Intensification
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>30.5</td>
<td>38.8</td>
<td>36.6</td>
<td>39.2</td>
<td>41.5</td>
</tr>
<tr>
<td>Women</td>
<td>32.6</td>
<td>43.1</td>
<td>40.7</td>
<td>45.2</td>
<td>49.6</td>
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<tr>
<td>- full-time</td>
<td>37.7</td>
<td>48.0</td>
<td>47.0</td>
<td>50.1</td>
<td>57.1</td>
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<tr>
<td>- part-time</td>
<td>24.2</td>
<td>36.1</td>
<td>31.4</td>
<td>37.5</td>
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<tr>
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<td>31.2</td>
<td>44.4</td>
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<td>39.2</td>
<td>36.7</td>
<td>39.3</td>
<td>42.2</td>
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</table>
How Does Britain Compare on Work Intensity?

Percentage strongly agreeing that job requires working very hard [meaning long hours or intensity]

Work intensity relatively high in Britain
4. Fear at Work
Workers Fear More than Job Loss, Especially in the Public Sector

<table>
<thead>
<tr>
<th>Reason</th>
<th>All Employees</th>
<th>Private Sector</th>
<th>Public Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less say in job</td>
<td>32</td>
<td>27</td>
<td>45</td>
</tr>
<tr>
<td>Less skill</td>
<td>24</td>
<td>22</td>
<td>28</td>
</tr>
<tr>
<td>Less pay</td>
<td>45</td>
<td>34</td>
<td>57</td>
</tr>
<tr>
<td>Less interesting work</td>
<td>25</td>
<td>24</td>
<td>26</td>
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Five-point Summary

1. Growing wage inequality and real wage stagnation
2. Long-term decline in training incidence and intensity
3. Over-qualification still high but has improved
4. Work has become more intense
5. Job insecurity high, especially in the public sector
This book provides the first systematic assessment of trends in inequality in job quality in Britain in recent decades. It assesses the pattern of change drawing on the nationally representative Skills and Employment Surveys (SES) carried out at regular intervals from 1986 to 2012. These surveys collect data from workers themselves thereby providing a unique picture of trends in job quality.

The book is concerned with wage and non-wage inequalities (focusing, in particular on skills, training, task discretion, work intensity, organizational participation, and job security), and how these inequalities relate to class, gender, contract status, unionisation, and type of employer. Amid rising wage inequality there has nevertheless been some improvement in the relative job quality experienced by women, part-time employees, and temporary workers. Yet the book reveals the remarkable persistence of major inequalities in the working conditions of other categories of employee across periods of both economic boom and crisis.

Beginning with a theoretical overview, before describing the main data series, this book examines how job quality differs between groups and across time.


