

The UK Insecure Work Index

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Context and aims of the study

- Post-Covid
- High inactivity due to long-term sickness
- What happened with insecure work between 2022 and 2023?
- What drives the changes in insecurity?
- Who is most affected?



Work Foundation Insecure Work Index:

Characteristics of insecure work



Insecurity among the UK workforce, 2023



Secure

Workers experiencing no forms of insecure work.



**Low/Moderate
insecurity**

Workers experiencing one form of insecurity, or two or three lower weighted forms.

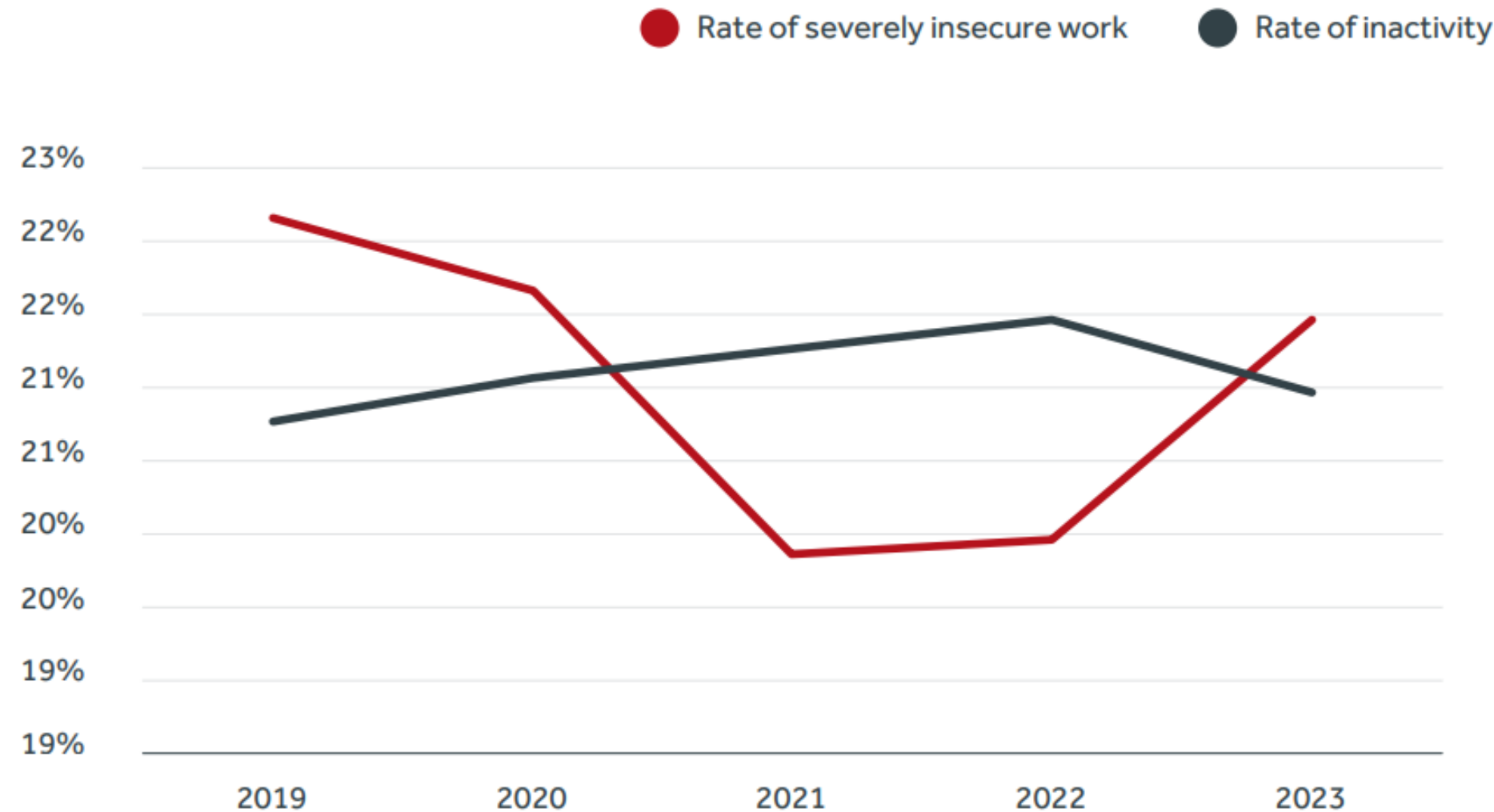


**Severe
Insecurity**

Workers experiencing involuntary part-time and involuntary temporary forms of work, or a combination of two or more heavily weighted forms of insecurity.

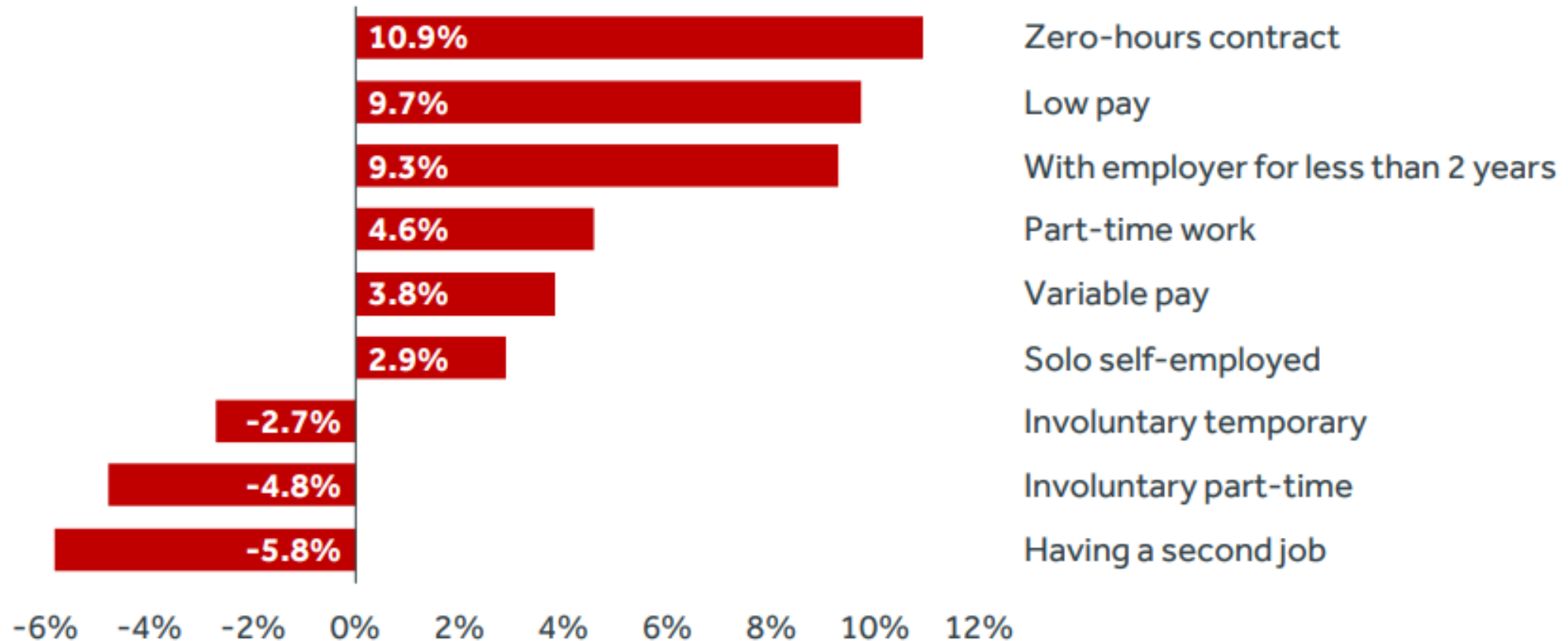
Source: Work Foundation calculations using ONS Labour Force Survey microdata, 2023 April-June quarter.

Change in rate of economic inactivity and severely insecure work, UK



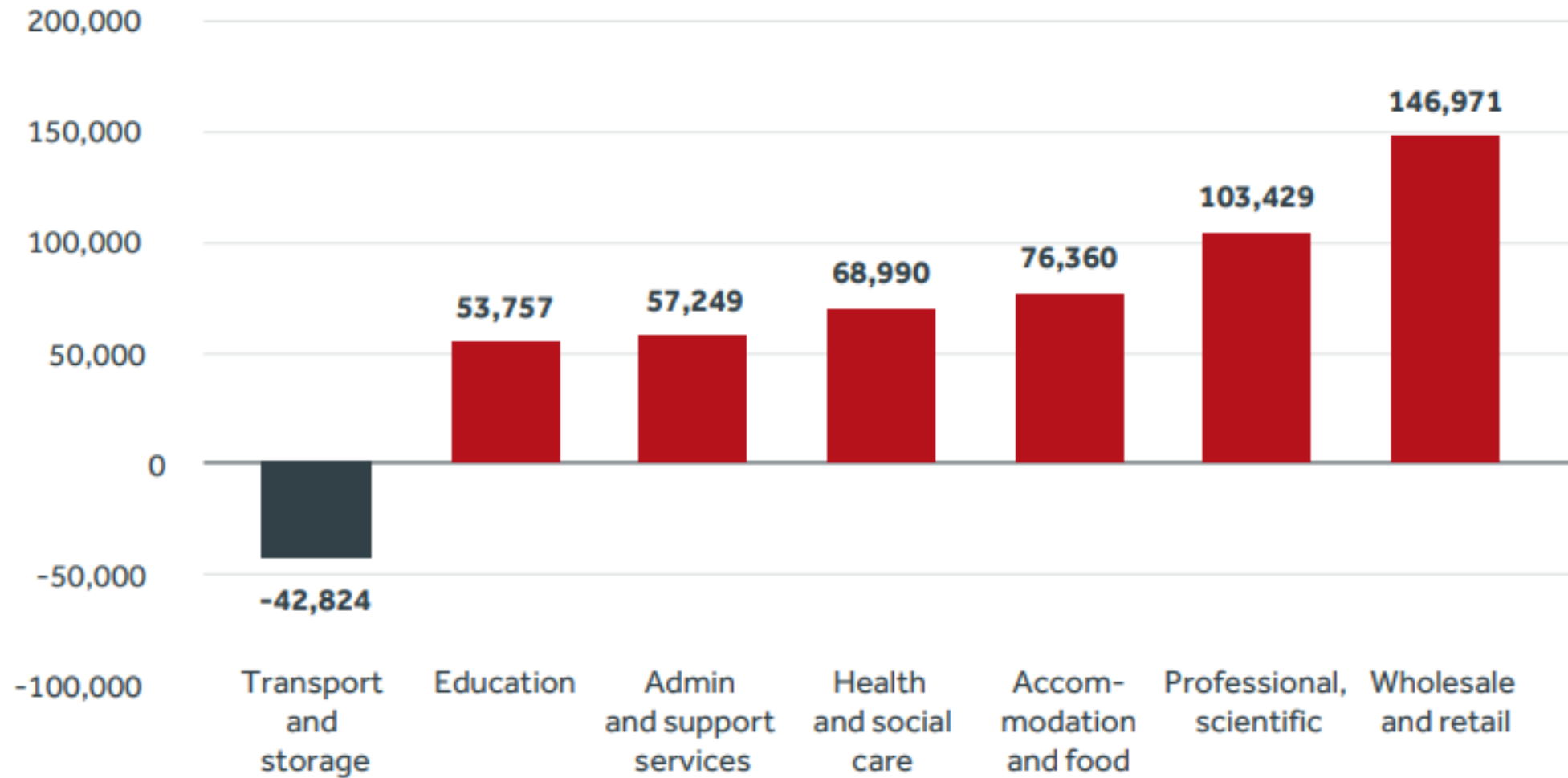
Source: Work Foundation calculations using ONS Labour Force Survey microdata, 2019 to 2023 April-June quarters.

Relative change in type of insecurity between 2022 and 2023



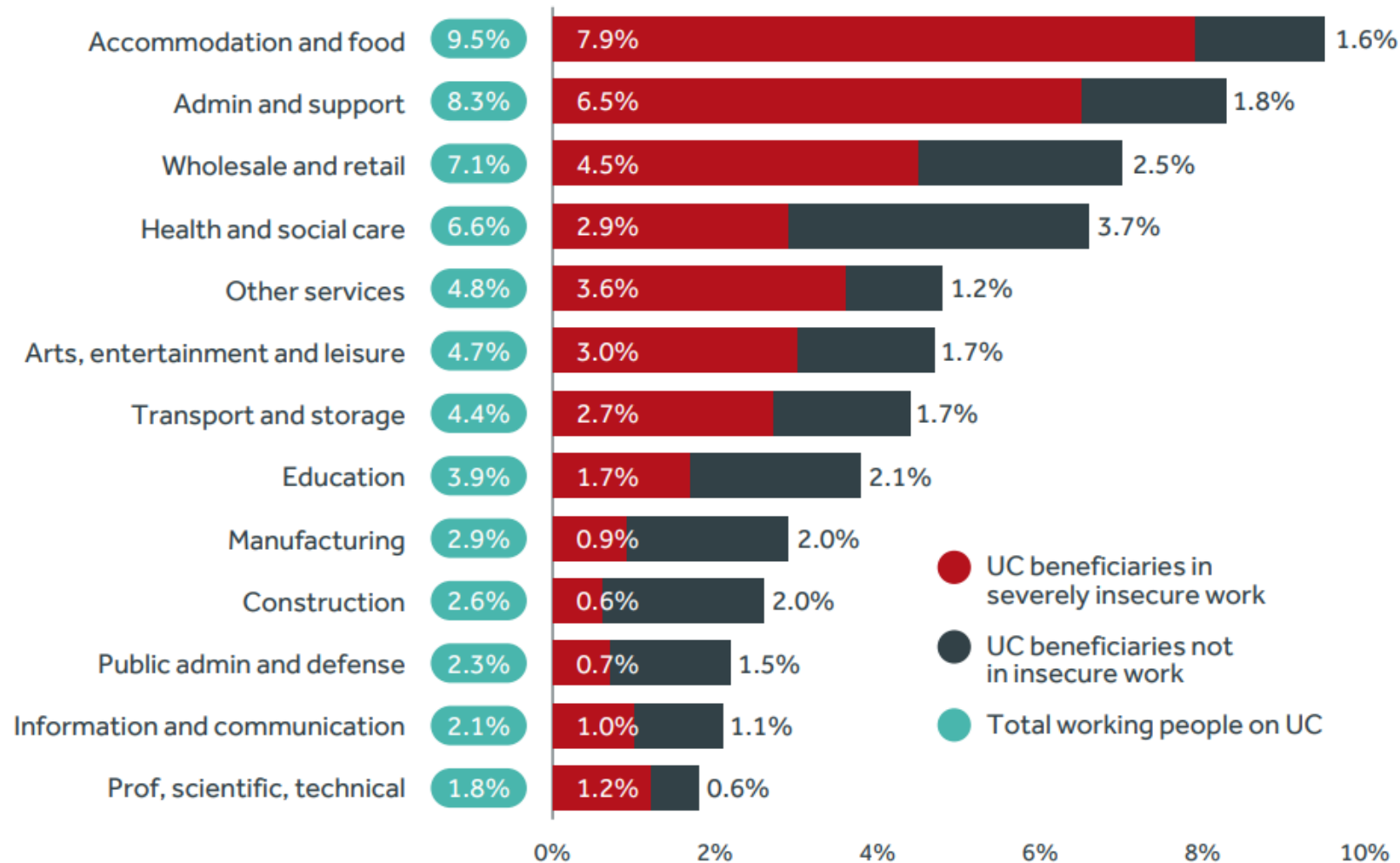
Source: Work Foundation calculations using ONS Labour Force Survey microdata, 2022-23 April-June quarters.

Rise in severely insecure work, by sector

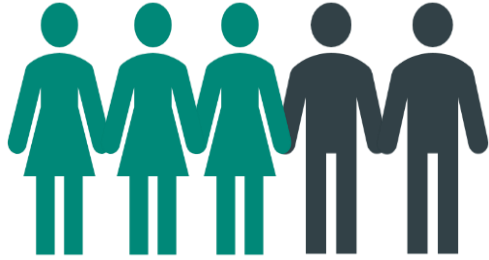


Source: Work Foundation calculations using ONS Labour Force Survey microdata, 2022-23 April-June quarters.

Nearly 1 in 10 workers in hospitality are on Universal Credit



Source: Work Foundation calculations using ONS Labour Force Survey microdata, 2022-23 April-June quarters.



Three in five NEW insecure workers are women

Record 1.45 million of disabled people now in severely insecure work

Young workers twice as likely to be in insecure work + steeper rise on the year

Priorities for the next Government



Bring forward Employment Bill to substantially reduce insecure work in the UK:

- Address employment status
- Guaranteed minimum working hours
- Single Enforcement Body
- Reform Statutory Sick Pay
- Make flexible working a day one right, rather than right to request

Establish an independent Review into the risks associated with low quality, insecure jobs + suitability of these jobs to offer lasting employment:

- Analysis of quality and security of jobs available through Job Search Service
- Focus on the support required for those with health conditions
- Focus on the role of work coaches, employers and worker reps in supporting people into secure and sustained employment





www.theworkfoundation.com



Lancaster University
Management School