

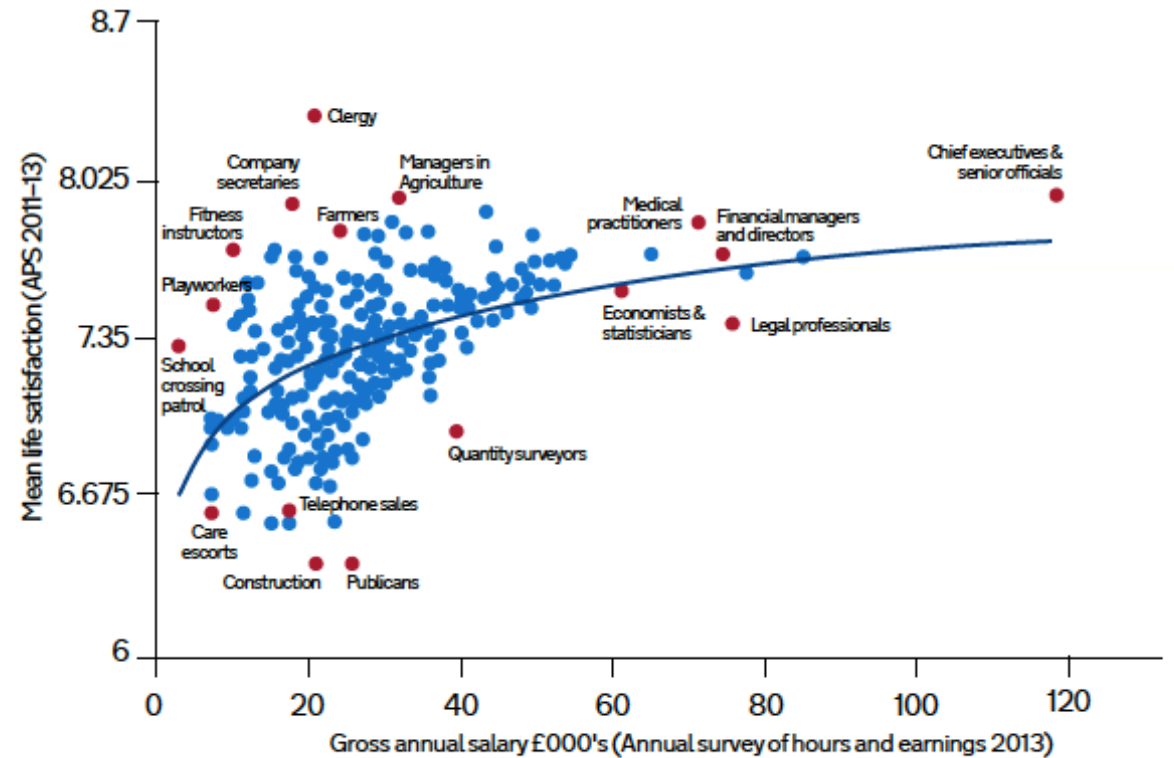
Wellbeing by occupations in UK during 2012-2022

Simona Tenaglia- What Works Centre for Wellbeing – 2 February 2023

Aim of the analysis

- Look at wellbeing by occupation, its changes over time and how it's been affected by the pandemic, exploiting more all the APS data
- Update the analysis of Ewen Mackinnon

Figure 2: Life satisfaction by occupation²



<https://whatworkswellbeing.org/blog/whats-wellbeing-like-in-different-jobs-new-data-analysis-and-case-study/>

The idea

- Work occupies a major part in our life and wellbeing
- Lots of information available on pay, hours of work but less available on wellbeing in different careers
- Important information for young people, for employers and policy makers
- At general level some studies show that managers and directors have higher wellbeing

What we will do...

- ❖ Data and groups for different occupations
- ❖ Wellbeing across occupation and over time
- ❖ Proportions of high and low wellbeing during the pandemic
- ❖ Relation between life satisfaction and three job quality aspects
- ❖ Determinants of wellbeing within occupations -OLS regression by using several socio demographic explanatory variables, an occupation variable and the gross weekly pay.

Data

Annual Population Survey (APS) (2012-2021) and Annual Survey of Hours and Earnings (ASHE) (2020)

Occupations are grouped using the Standard Occupational Classification (SOC), where jobs are classified according to the concepts of “skill level or skill specialization”.



4 skills levels

1st level : competence associated with a general education, acquired by the time a person completes compulsory education

2nd level : knowledge provided via a good general education and with a longer period of work-related training or work experience (i.e. machine operations, driving, caring occupations, retailing and secretarial occupations)

3rd level: knowledge associated with a period of post-compulsory education but not normally to degree level (several technical occupations, trades occupations)

4th level: degree or equivalent period of relevant work experience (professional occupations, high-level managers in corporate enterprises or national and local governments)

ONS4 questions

On a scale of 0 to 10, where 0 is “not at all” and 10 is “completely”:

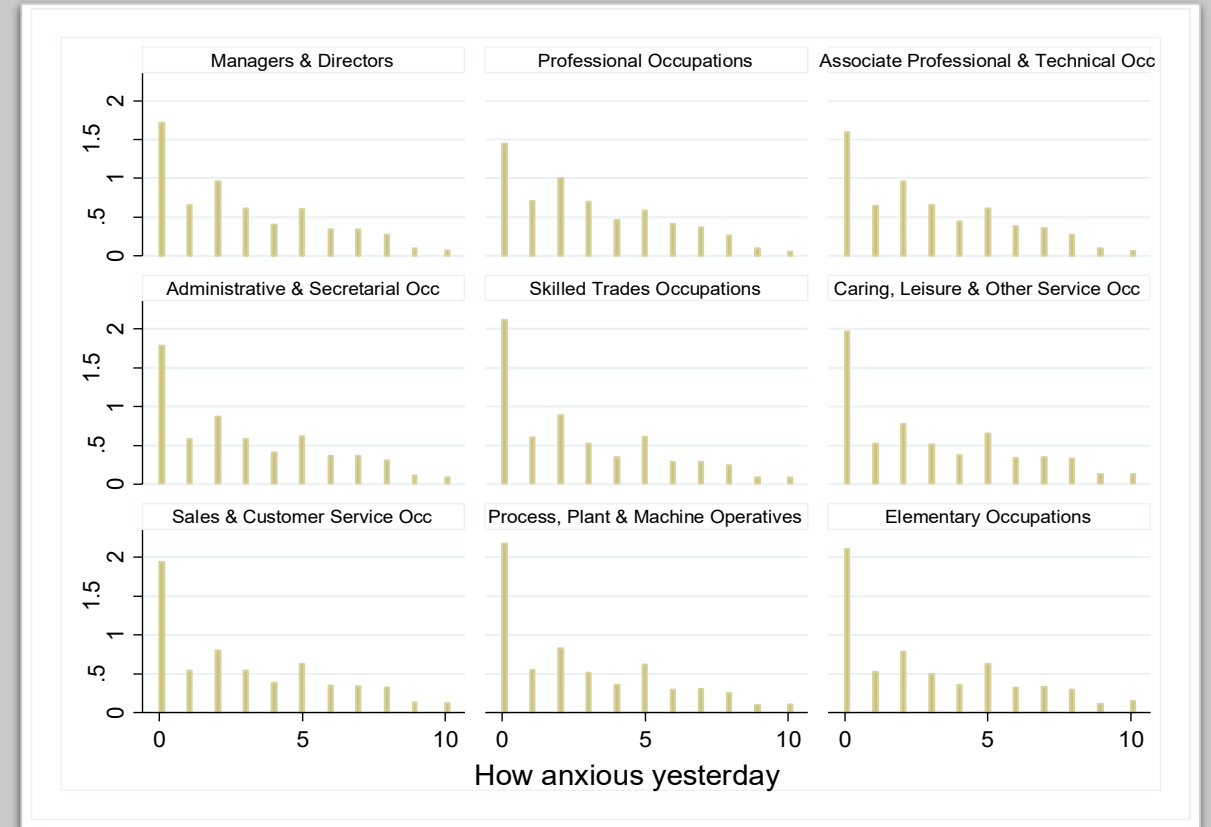
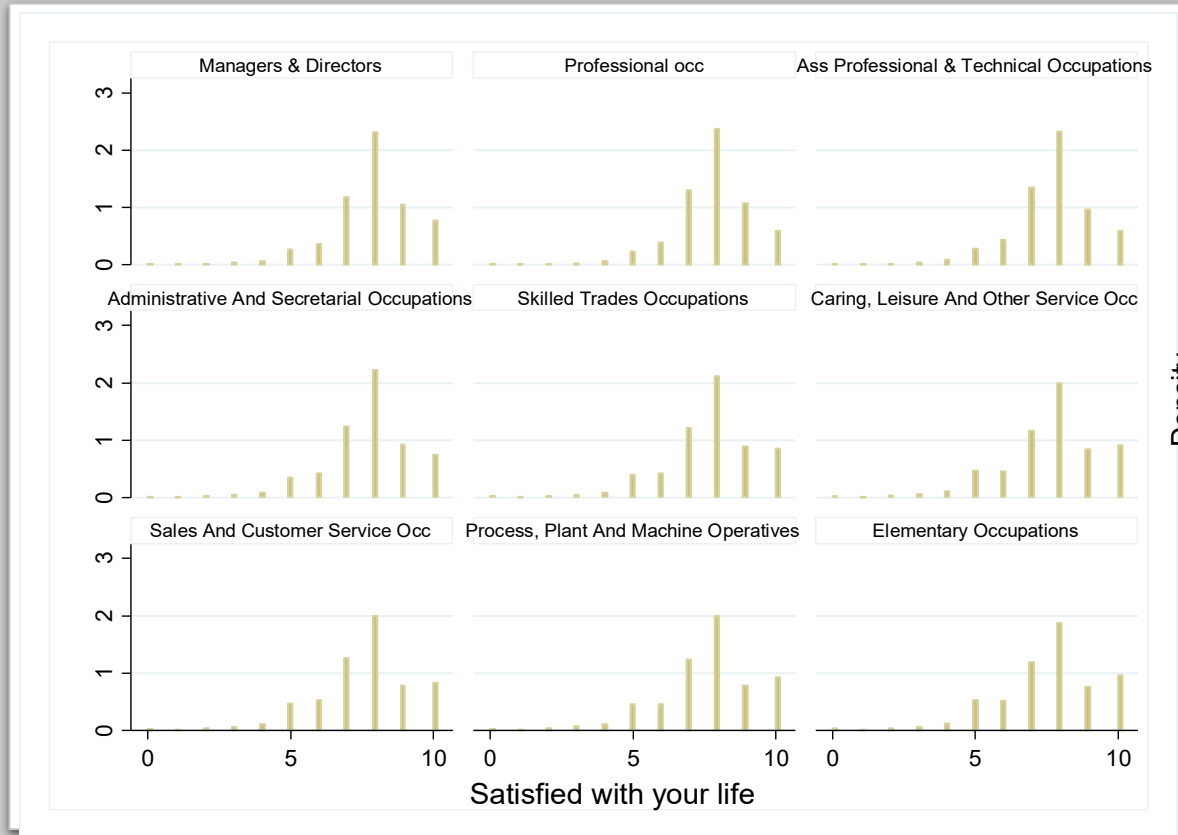
Overall, how satisfied are you with your life nowadays?

Overall, to what extent do you feel that the things you do in your life are worthwhile?

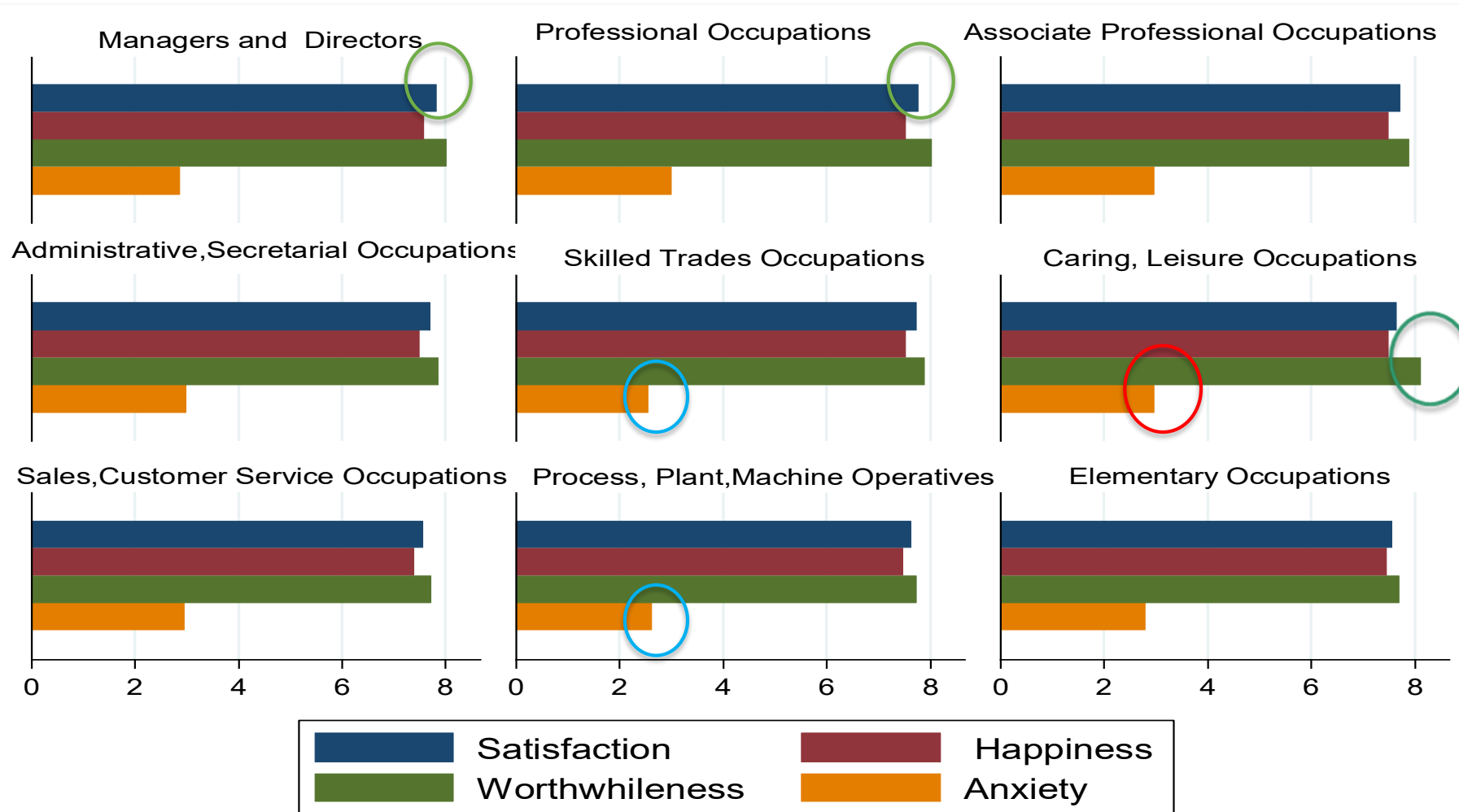
Overall, how happy did you feel yesterday?

On a scale where 0 is “not at all anxious” and 10 is “completely anxious”, overall, how anxious did you feel yesterday?

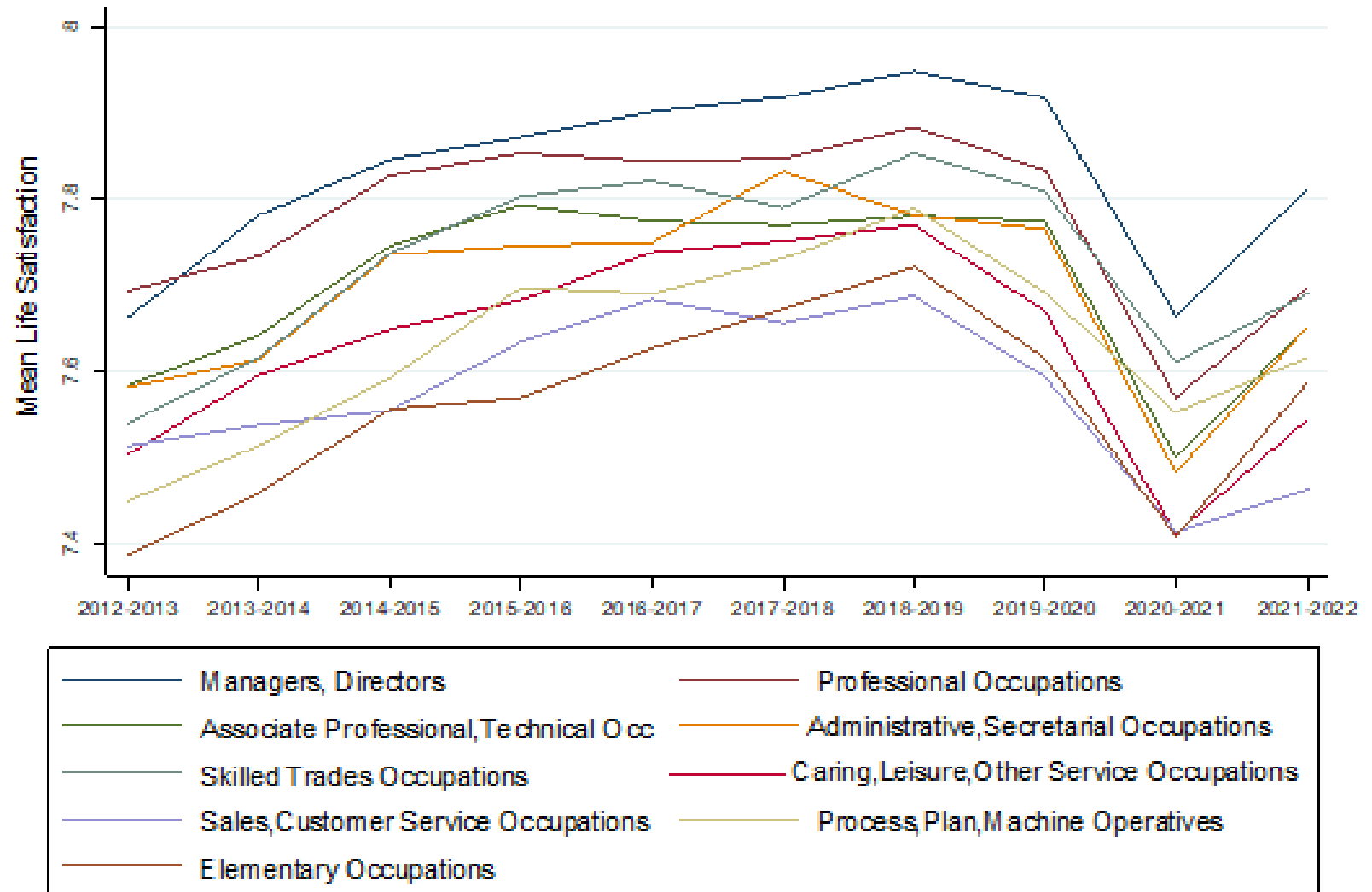
Wellbeing distributions



Mean wellbeing by occupation

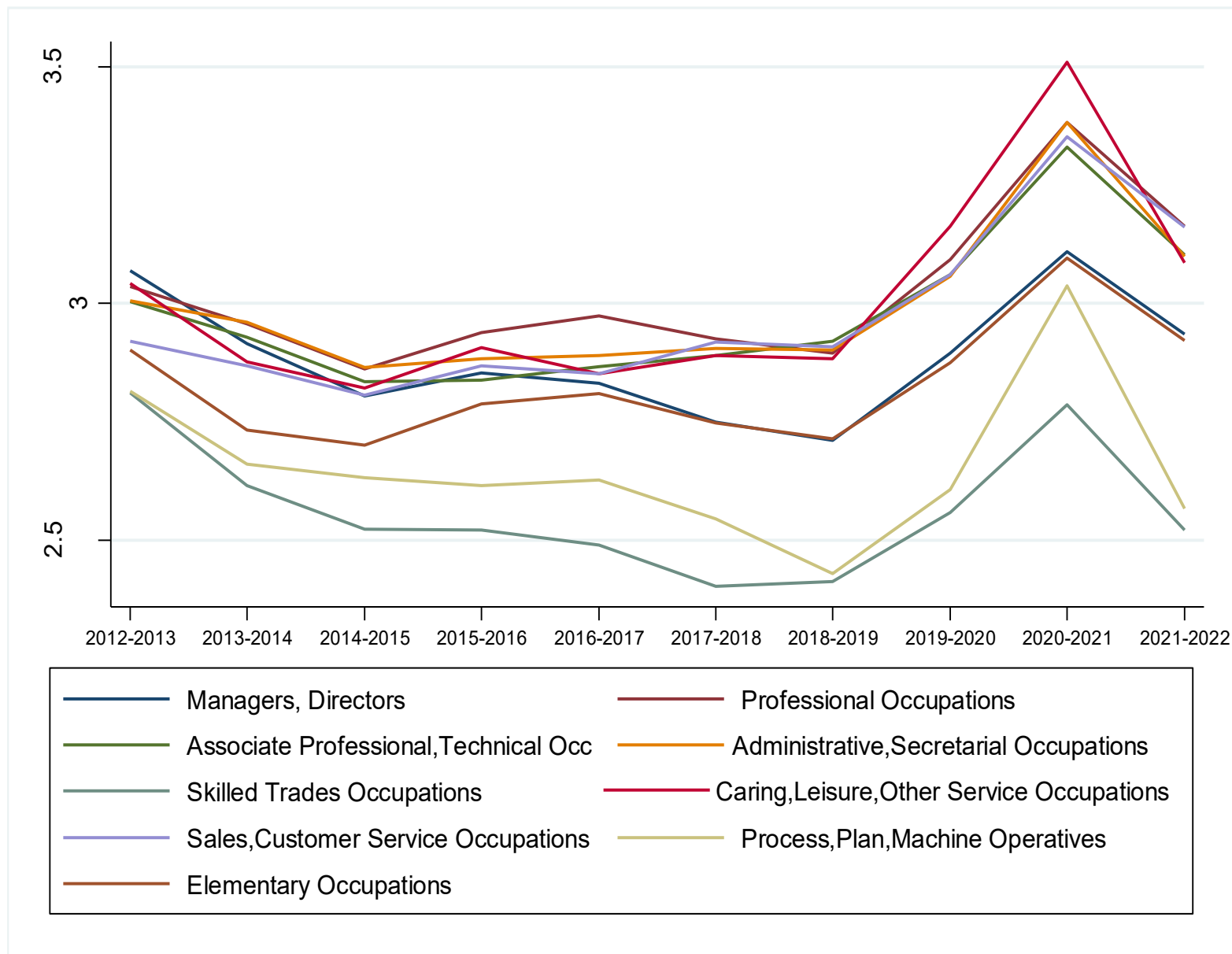


Mean Life satisfaction over 2012-2021 by major groups of occupations

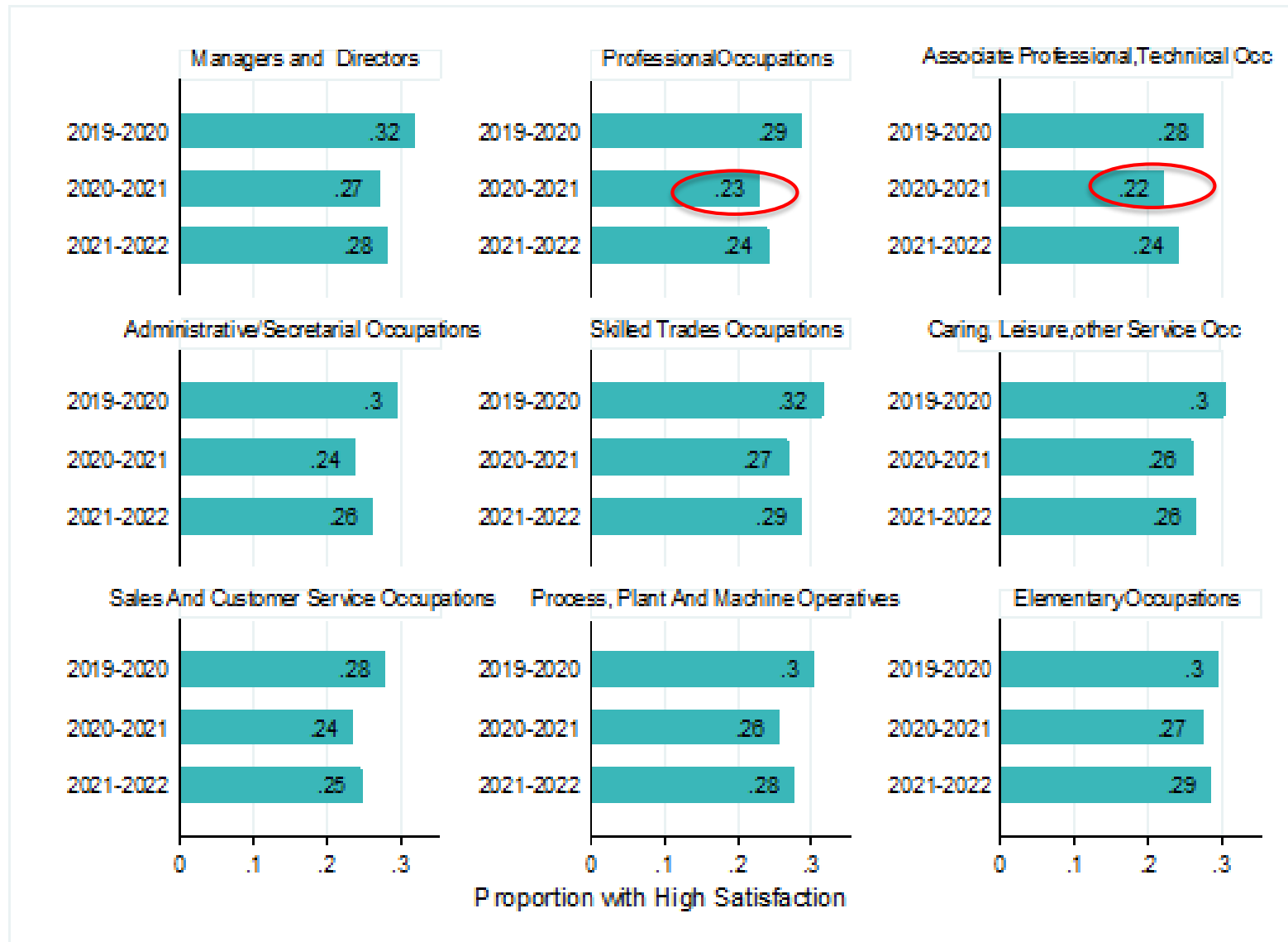


Mean Anxiety over 2012-2021 by major groups of occupations

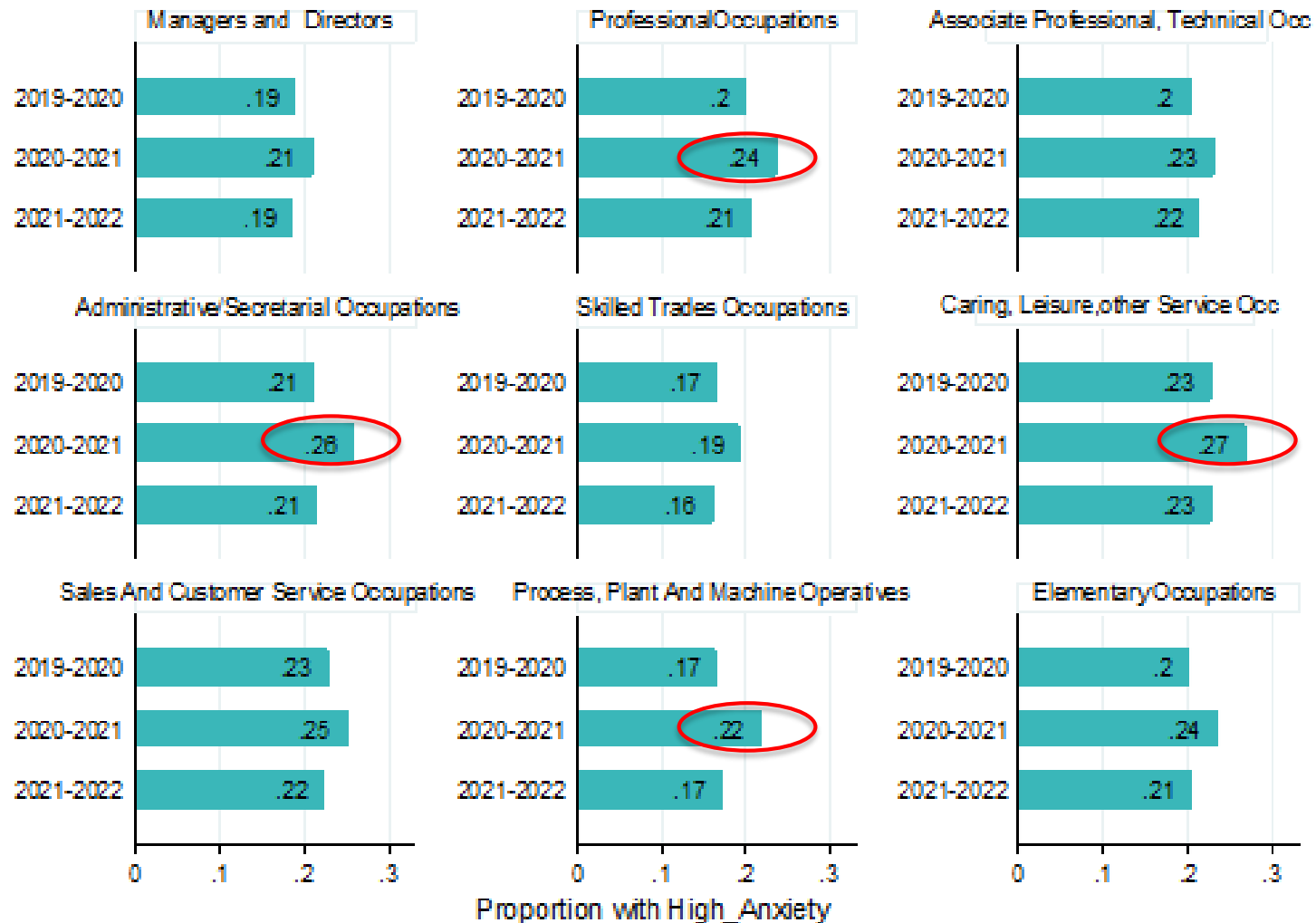
Mean Anxiety



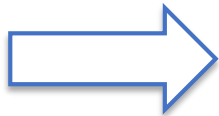

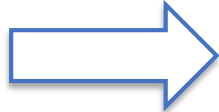
Proportions High Life Satisfaction during pandemic



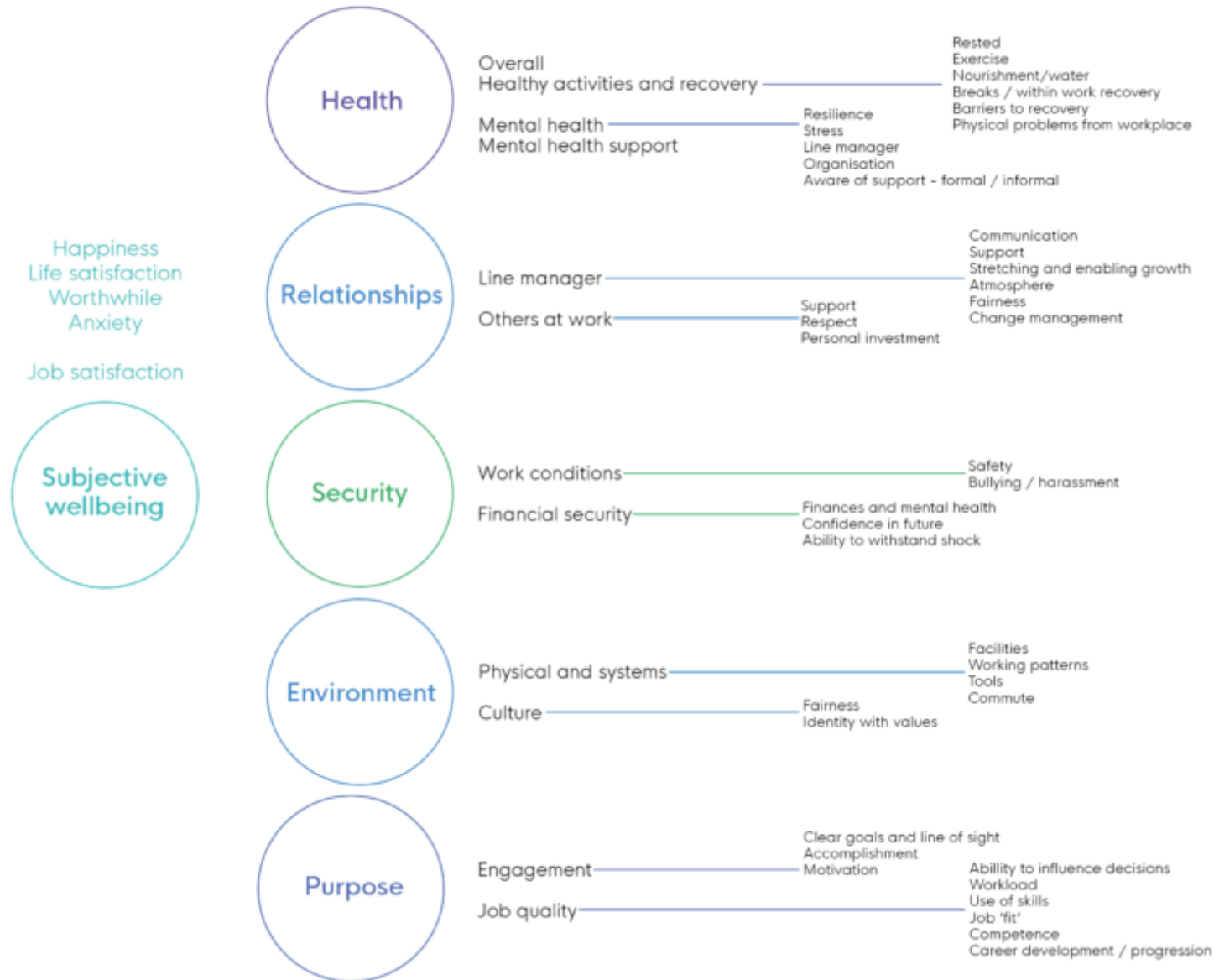
Proportions High Anxiety during pandemic



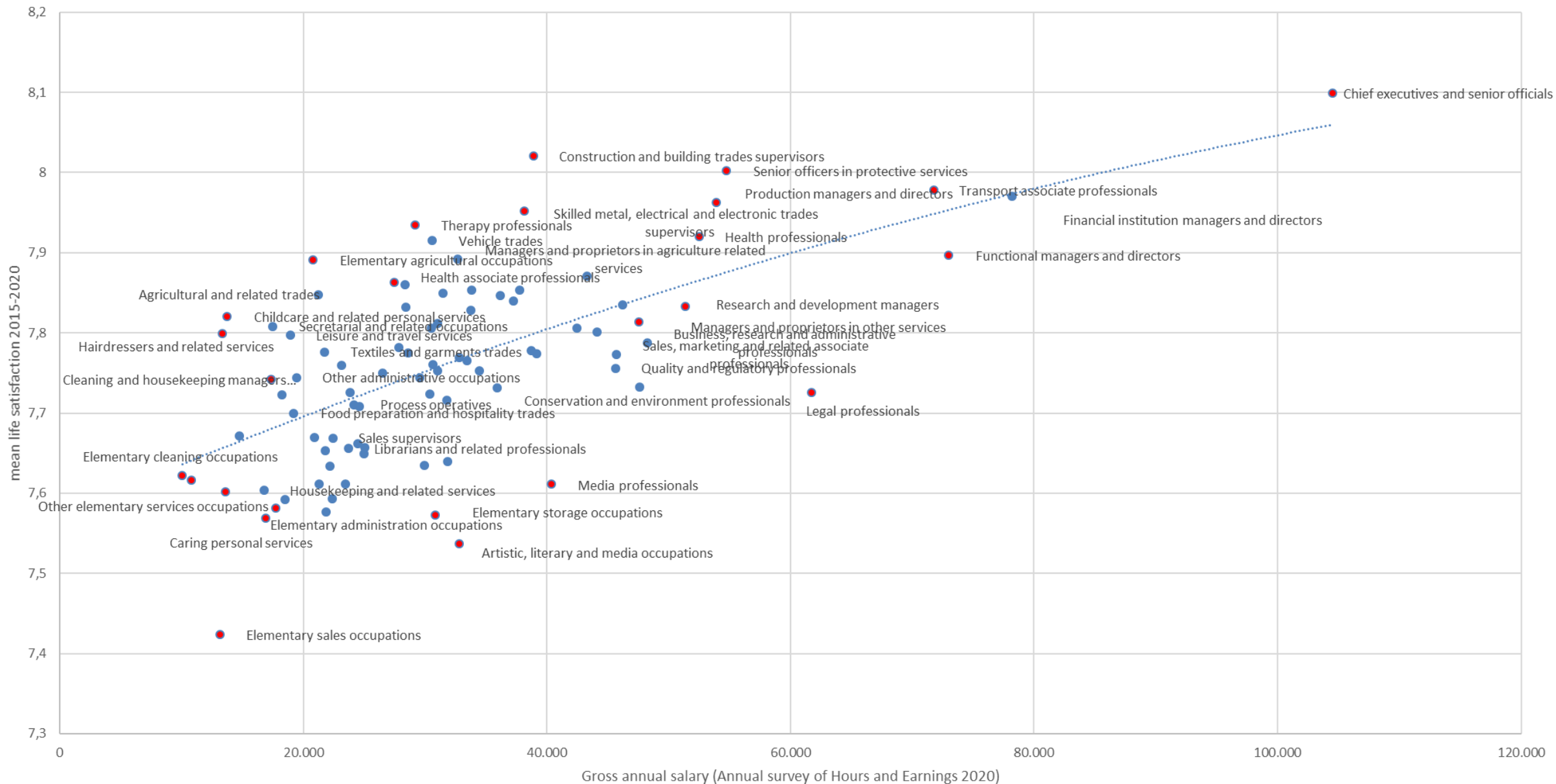
3 job quality aspects

- to be satisfied with a job or with other aspects of our lives produce some bottom-up spillovers on **overall life satisfaction**
- average gross annual salary  **Security driver**
- permanent job or not permanent in some way  **Security driver**
Purpose driver
- place where the work is mainly carried out  **Environment driver**

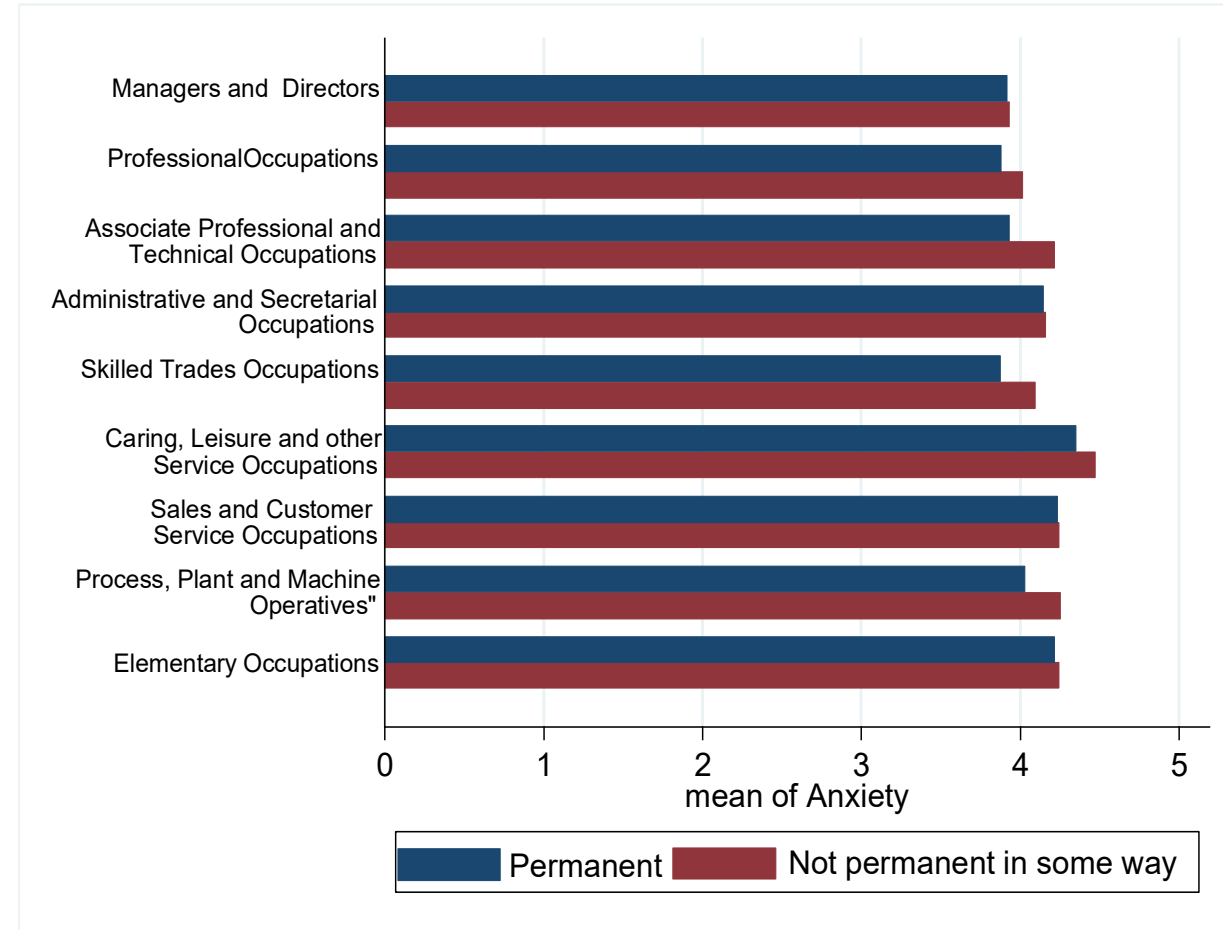
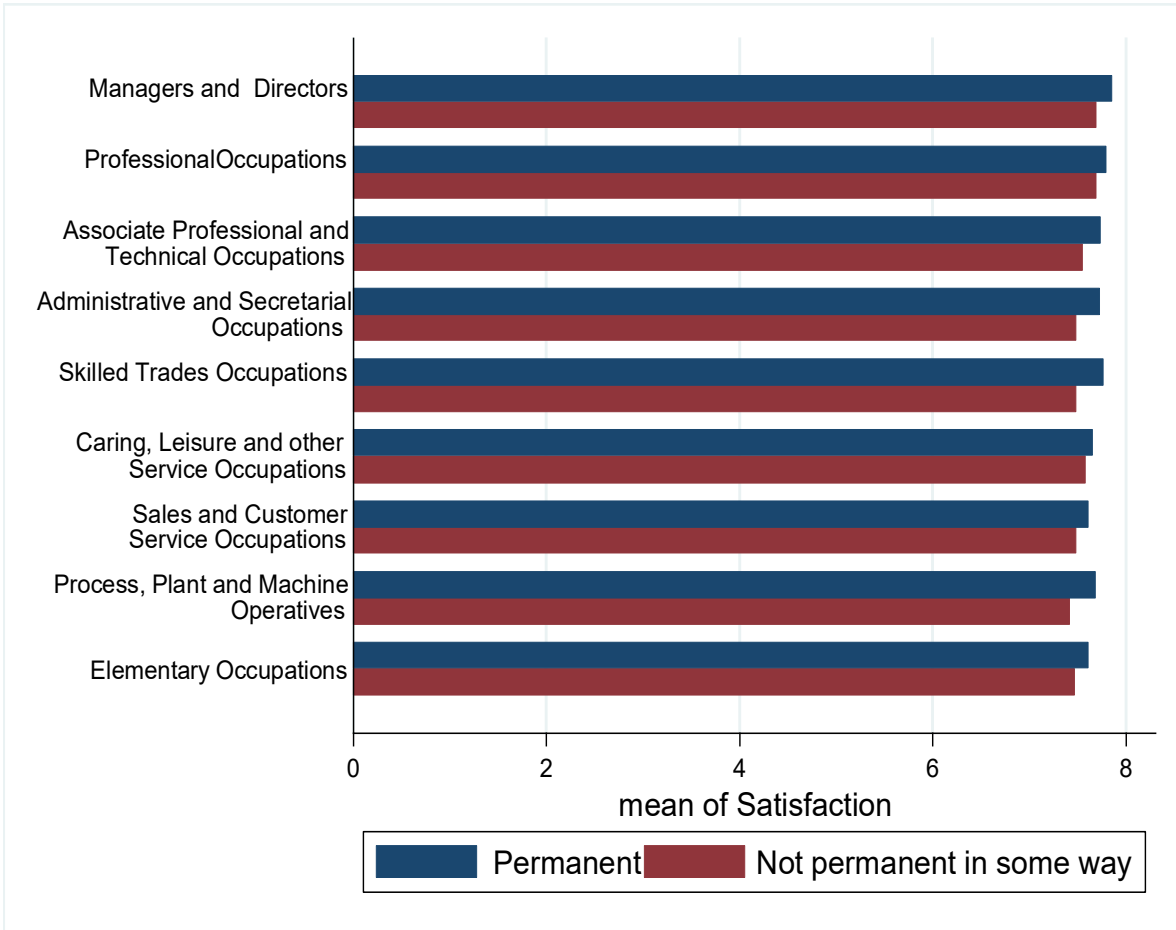
The Five Key Drivers of Workplace Wellbeing



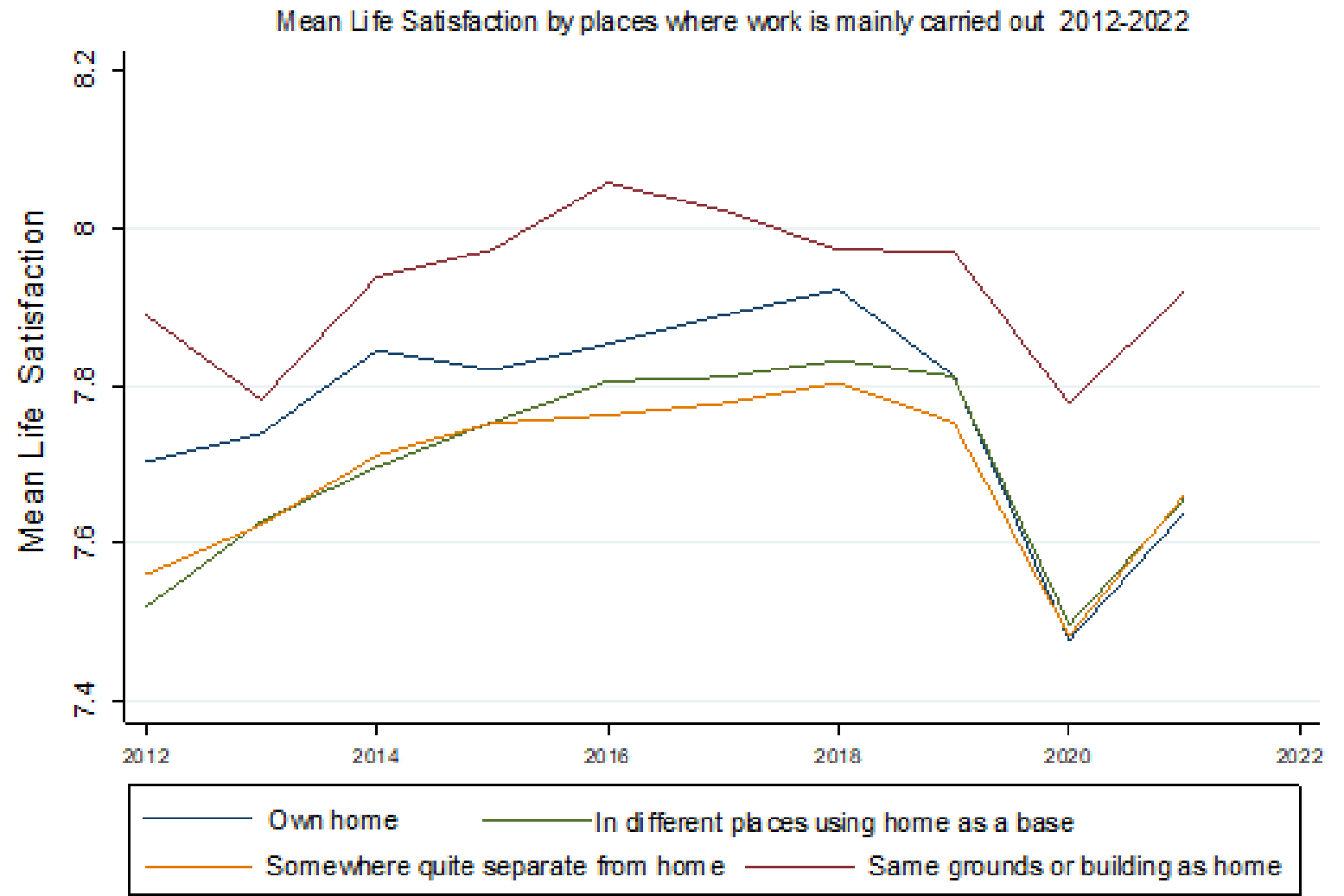
Gross annual salary (2020) and mean life satisfaction 2015-2020



Mean Life Satisfaction and mean Anxiety by type of jobs



Mean life satisfaction by places where work is mainly carried out over 2012-2022



Determinants of Life Satisfaction

Dependent variables: Life satisfaction, Happiness, Worthwhile, Anxiety

Independent Variables: age, sex, ethnicity, marital status, level of education, economic activity, type of occupations and gross week pay.

All Coefficients have explanatory value (F-test and p-values)

- As age increases, life satisfaction and happiness decrease (U-shape)
- Women are happier and more satisfied and find things they are doing more worthwhile than men, but also more anxious

	Satisfied with your life	How happy did you feel yesterday	How worthwhile things done in life are felt to be	How anxious yesterday
Age	-0.121***	-0.0978***	-0.0812***	0.0878***
	(0.000883)	(0.00108)	(0.000861)	(0.00146)
Age squared	0.00130***	0.00111***	0.000925***	-0.000992***
	0.00001	0.00001	0.00001	0.00002
Reference group: male				
Female	0.129***	0.102***	0.291***	0.289***
	(0.00370)	(0.00452)	(0.00359)	(0.00618)

➤ People without qualification show higher anxiety, less happiness, less satisfaction and find things they are doing less worthwhile than people with all other levels of education.

Reference group: no qualification	Satisfied with your life	How happy did you feel yesterday	How worthwhile things done in life are felt to be	How anxious yesterday
Degree or equivalent	0.194***	0.262***	0.217***	-0.131***
	(0.00863)	(0.0100)	(0.00829)	(0.0131)
Higher education	0.217***	0.294***	0.258***	-0.291***
	(0.00923)	(0.0108)	(0.00882)	(0.0143)
GCE, A-level or equivalent	0.185***	0.241***	0.215***	-0.236***
	(0.00863)	(0.0100)	(0.00828)	(0.0131)
GCSE grades A*-C or equivalent	0.151***	0.198***	0.182***	-0.237***
	(0.00875)	(0.0102)	(0.00838)	(0.0132)
Other qualifications	0.145***	0.225***	0.171***	-0.153***
	(0.0104)	(0.0121)	(0.00993)	(0.0157)

-
- Single are less satisfied, less happy and find things they are doing less worthwhile than married or those in civil union

Reference group: single, never married	Satisfied with your life	How happy did you feel yesterday	How worthwhile things done in life are felt to be	How anxious yesterday
Married living together	0.652***	0.539***	0.515***	-0.354***
	(0.00452)	(0.00553)	(0.00438)	(0.00753)
Married separated	-0.249***	-0.153***	0.000294	0.196***
	(0.0113)	(0.0133)	(0.0105)	(0.0173)
Divorced	-0.0299***	-0.0101	0.0519***	0.0246**
	(0.00719)	(0.00858)	(0.00688)	(0.0113)
Widowed	-0.242***	-0.174***	0.00535	-0.00729
	(0.0128)	(0.0148)	(0.0119)	(0.0188)
Civil partnership now or before	0.450***	0.275***	0.356***	0.0237
	(0.0313)	(0.0388)	(0.0289)	(0.0536)

-
- Unemployed are more anxious, less satisfied, less happy and find things they do in life less worthwhile than employed ones

Reference group: Employee	Satisfied with your life	How happy did you feel yesterday	How worthwhile things done in life are felt to be	How anxious yesterday
self employed	-0.0561***	0.0286***	0.0566***	0.0537***
	(0.00537)	(0.00662)	(0.00501)	(0.00923)
all inactive	-0.130***	-0.163***	-0.318***	0.218***
	(0.0145)	(0.0167)	(0.0135)	(0.0237)
unemployed	-0.520***	-0.251***	-0.499***	0.320***
	(0.0199)	(0.0226)	(0.0189)	(0.0308)

Other Results (1)

Ethnicity

- All ethnicity are less satisfied (except Other Asian) and find things they are doing less worthwhile than White
- Black/African/Caribbean/Black British, Bangladeshi and Chinese are less anxious than White

Gross week pay

- Gross week pay has little positive effects on happiness and worthwhile

Other Results (2)

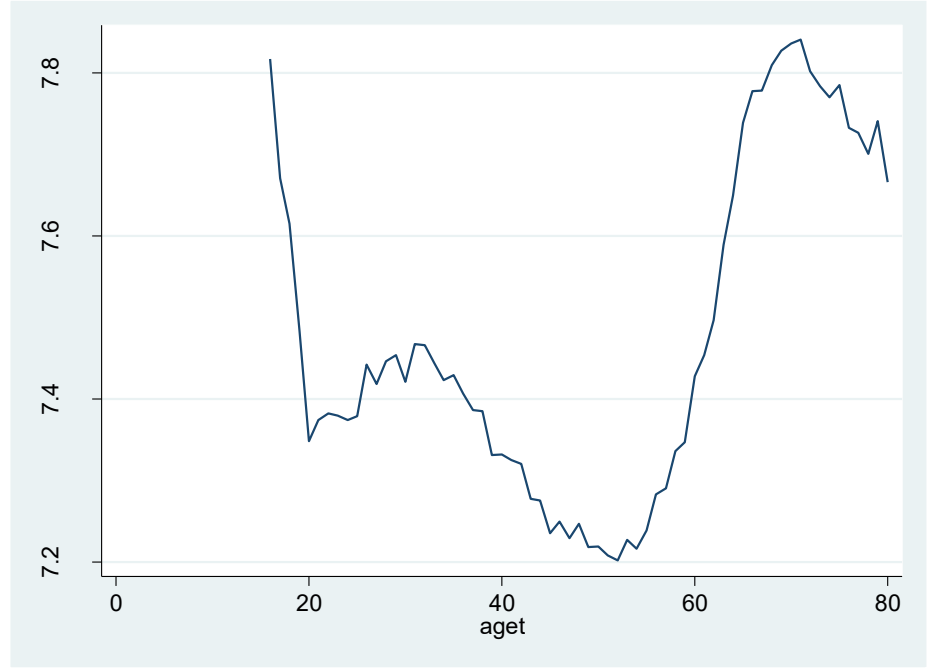
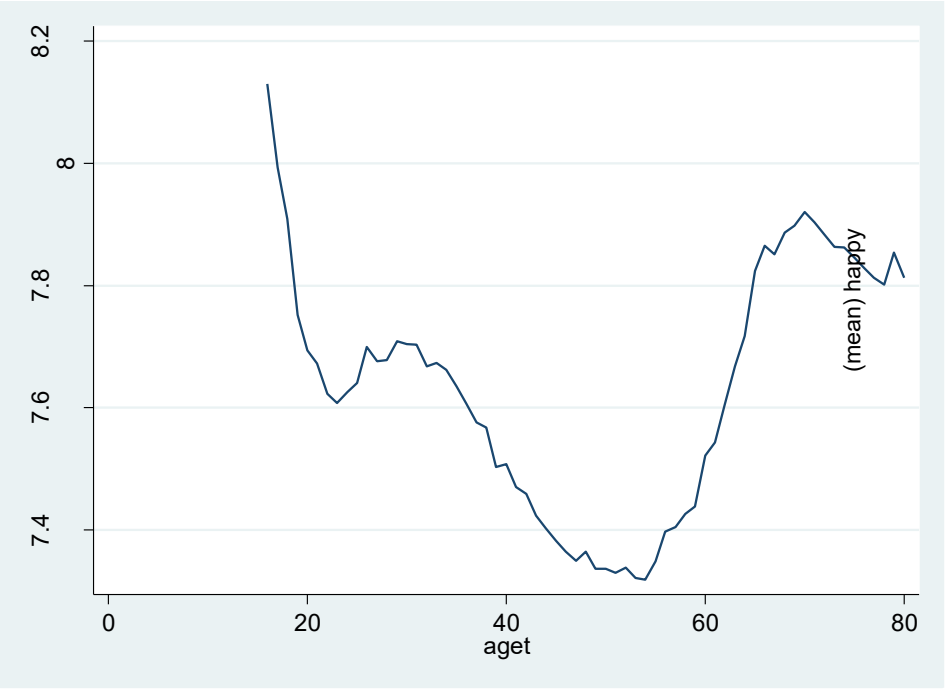
Types of Occupations

- All occupations have lower Life Satisfaction than Managers and Directors
- Professional occupations and Caring, Leisure and Other Services Occupations show higher Worthwhile with respect to Managers and Directors

KEY TAKEAWAYS

- *To be employed is important for wellbeing, but also occupations matter*
- *Some occupations show higher level of Life Satisfaction (Managers and directors) and other higher Worthwhile (Caring, Leisure and Other Services occupations)*
- *Analysis of job quality aspects can inform about workers wellbeing and can help in shaping targeted interventions*
- *Promote the measurement of wellbeing in the private and public sector should be a priority*

Thanks for your attention!



1

	MANAGERS, DIRECTORS AND SENIOR OFFICIALS
11	CORPORATE MANAGERS AND DIRECTORS
111	Chief Executives and Senior Officials
	1115 Chief executives and senior officials
	1116 Elected officers and representatives
112	Production Managers and Directors
	1121 Production managers and directors in manufacturing
	1122 Production managers and directors in construction
	1123 Production managers and directors in mining and energy
113	Functional Managers and Directors
	1131 Financial managers and directors
	1132 Marketing and sales directors
	1133 Purchasing managers and directors
	1134 Advertising and public relations directors
	1135 Human resource managers and directors
	1136 Information technology and telecommunications directors
	1139 Functional managers and directors n.e.c.
115	Financial Institution Managers and Directors
	1150 Financial institution managers and directors
116	Managers and Directors in Transport and Logistics