

timewise

Timewise consultation  
response

# Young people and work report: call for evidence

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#### **Introduction to Timewise**

Timewise is a non-profit organisation dedicated to creating healthier working lives by working with employers to increase access to fair, secure, flexible work. We believe everyone should have greater autonomy and control over how much, when or where they work, for better health, job satisfaction and living standards. We are the UK's leading experts on job design. Through our research, we evidence the need for good flexible and predictable work to boost the living standards of low and middle earners. Through our programmes, we trial practical solutions and scale these through workplace transformation and campaigns.

Over the past two decades, Timewise has campaigned for work that better reflects modern working lives through high-profile advocacy and pioneering action research. In the last two years alone we have worked directly with over 50 employers and engaged over 430 employers, generating a positive impact for hundreds of thousands of workers in sectors as varied as construction, childcare and finance. We have helped over 600 people in low to middle income households to access better quality flexible work and raise their living standards. Since 2018, we have adopted a sectoral approach to improving quality work in the UK. A key plank of this work has been a series of Pioneer Pilots that test and develop practical solutions to improving work-life balance in shift-based and site-based environments including in health and social care, education, construction, retail and early years and childcare. In this response we set out evidence gathered from our research and employer action pilots.

#### **1. What is stopping more young people from participating in employment, education or training?**

Despite recent increases, unemployment levels are still well below those at the start of the century. Today's problems are different in nature. They are not so much about the quantity of jobs available, but the quality of these jobs - the extent to which they provide a route out of poverty towards economic stability, their impact on health and wellbeing and their suitability for the individuals the government is trying to encourage back into the workforce, including young people and those who are on long-term sick leave due to health conditions and/or disabilities.

Poor quality working practices in frontline sectors should be seen as both a driver of and a barrier to tackling high rates of economic inactivity. Insecure and excessive hours drive and exacerbate mental and physical health issues, particularly when combined with high pressure environments and a lack of autonomy. Our analysis suggests that poor job design and a lack of adaptations in frontline sectors is also affecting the success of programmes to support young people back into work when they fall ill.

#### **Young people in work are concentrated in certain sectors and occupations.**

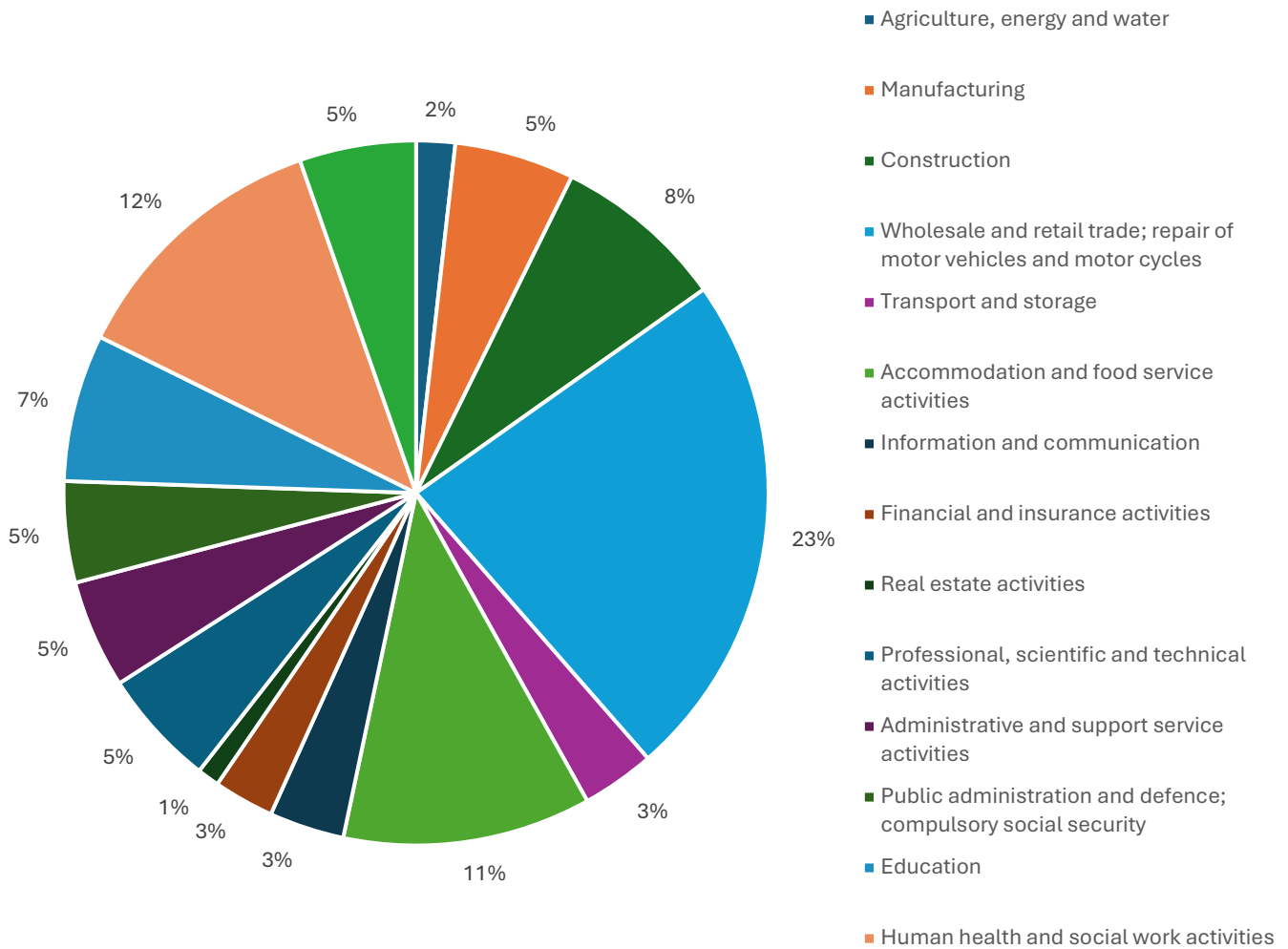
Working young people are particularly likely to work in the 'distribution, hotels and restaurants' sector. This broad category employs over a third (35 per cent) of workers aged 24 and under, followed by the 'public administration, education and health' sector, which employs nearly a quarter of all young workers.

Table 1. Age of worker, breakdown by industry – Office for National Statistics (based on the 2021 Census)

Industry	Aged 24 years and under	Aged 25 to 34 years	Aged 35 to 49 years	Aged 50 to 64 years	Aged 65 years and over
<b>Agriculture, energy and water</b>	2%	2%	2%	3%	5%
<b>Manufacturing</b>	5%	7%	7%	8%	7%
<b>Construction</b>	8%	8%	9%	9%	9%
<b>Distribution, hotels and restaurants</b>	35%	20%	17%	18%	19%
<b>Transport and communication</b>	7%	10%	11%	9%	8%
<b>Financial, real estate, professional and administrative activities</b>	14%	19%	18%	16%	18%
<b>Public administration, education and health</b>	24%	30%	32%	33%	27%
<b>Other</b>	5%	5%	4%	4%	6%

Broken down further, we can see that young people are concentrated in the wholesale and retail, accommodation and food service, health and social work sectors – with nearly half (46 per cent) of all working young people in these sectors. Retail and hospitality have long been associated with jobs for young people starting out in work. Health and social care are projected to grow and have sought to attract more young people (as well as migrant workers) to fill persistent vacancies, particularly in adult social care where more granular data suggests young people make up a smaller proportion of the overall workforce.<sup>i</sup>

Workers aged 24 years and under, by industry



The roles that young people work in reflect this sector bias as well as their lack of experience relative to older workers, with half (49 per cent) of young people working in elementary occupations (19 per cent), sales and customer service occupations (18 per cent) and caring, leisure and other services (12 per cent). In all these three sectors, people aged 24 and under make up a higher proportion than any other age group.

Table 2. Age of worker, by occupation – Office for National Statistics (based on 2021 Census)

Occupation	Aged 24 years and under	Aged 25 to 34 years	Aged 35 to 49 years	Aged 50 to 64 years	Aged 65 years and over
Managers, directors and senior officials	3%	10%	15%	15%	17%
Professional occupations	11%	25%	23%	17%	15%
Associate professional and technical occupations	13%	16%	14%	11%	9%
Administrative and secretarial occupations	8%	8%	9%	11%	11%
Skilled trades occupations	11%	10%	10%	11%	13%
Caring, leisure and other service occupations	12%	9%	9%	10%	8%
Sales and customer service occupations	18%	7%	5%	6%	7%
Process, plant and machine operatives	4%	6%	7%	9%	9%
Elementary occupations	19%	9%	9%	10%	11%

### The sectors and occupations that young people work in are associated with high levels of economic inactivity.

Our analysis explores the connection between the sectoral and occupational concentration of young people and economic inactivity.

The findings show that the three sectors that young people are most likely to work in are also those associated with the highest volumes of workers becoming economically inactive. The table below shows the top seven (out of 19) sectors with the highest flows to economic inactivity due to ill-health. The data is based on analysis of responses to the Annual Population Survey between January 2022 and December 2024.

Together these seven sectors account for 75 per cent of all flows from work into economic inactivity due to ill-health. Nearly half (46 per cent) of all workers who are inactive due to ill-health previously worked in the health and social work, wholesale, retail and repair, and accommodation and food services sectors. Accommodation and food services also has the highest *rate* of flow to long term sickness and inactivity: out of every thousand workers, an estimated 17 will become economically inactive due to ill-health, compared to an average of seven across all sectors. Wholesale, retail and repair also have high rates of inactivity per thousand workers, ranking fourth and sixth respectively out of 19 sectors.

Table 3. Top seven sectors: volume and rate of workers inactive due to ill-health by former industry, based on responses to the Annual Population Survey between January 2022 and December 2024

Last sector of work	Number of people long term sick that previously worked in the sector, rounded	% of people long term sick that previously worked in the sector	Rank	Number per thousand workers moving to long term sickness from the sector (rate of flow)	Rate of flow rank
Health and social work	36,000	18%	1	9	6
Wholesale, retail, repair of vehicles	33,000	16%	2	10	4
Accommodation and food services	24,000	12%	3	17	1
Manufacturing	18,000	9%	4	7	7
Construction	16,000	8%	5	12	2
Transport and storage	14,000	7%	6	9	5
Admin and support services	12,000	6%	7	11	3
All other industries	51,000	25%	-	-	-
<b>TOTAL</b>	204,000	100%	-	7	-

Similarly, the occupations that young people are concentrated in are associated with high numbers of people moving into long term sickness and worklessness. Table 4, below, ranks the top five occupational categories (of nine) that together make up 71 per cent of all moves to inactivity due to long term-sickness. A fifth (20 per cent) of all workers who are economically inactive due to ill-health previously worked in an elementary occupation – the highest volume of any occupational category. Caring, leisure and other service occupations and sales and customer services occupations have the second and fourth highest volumes of people moving into long term sickness respectively, with skilled trades narrowly coming third.

The same occupational categories are in the top five when considering the rate of flow per thousand workers to long-term sickness, but in a different order, given that the numbers of workers in a category differ substantially. Process, plant and machine operatives have a marginally higher flow rate to long-term sickness than elementary occupations, but there are very many more workers in the elementary occupations group, meaning that it accounts for a greater proportion overall of the costs associated with people moving into economic inactivity due to ill-health.

Table 4. Top five occupations: volume and rate of workers inactive due to ill-health by former occupation, based on responses to the Annual Population Survey between January 2022 and December 2024

Last occupation of work	Number of people that moved into long term sickness, rounded	% of people who became long term sick that previously worked in the sector	Rank	Number per thousand workers moving to long term sickness from the sector (rate of flow)	Rate of flow rank
Elementary Occupations	41,000	20%	1	16	2
Caring, Leisure and other Service Occupations	31,000	15%	2	12	5
Skilled Trades Occupations	26,000	12%	3	14	3
Sales and Customer Service Occupations	25,000	12%	4	14	4
Process, Plant and Machine Operatives	23,000	11%	5	16	1
All other occupations	61,000	29%	-	-	-
<b>TOTAL</b>	<b>207,000</b>	<b>100%</b>	<b>-</b>	<b>7</b>	<b>-</b>

Broken down at a more granular level, it is those performing personal care, cleaning, frontline sales and ‘other elementary services’ roles that are most at risk of long-term inactivity due to sickness, alongside road transport drivers. The ‘Other Elementary Services Occupations’ include hospital porters, kitchen and catering assistants, waiters, bar staff, coffee shop workers, and leisure and theme park attendants, among others.

Table 5. Top five (of 91) detailed occupational categories: volume and rate of workers inactive due to ill-health by former occupation, based on responses to the Annual Population Survey between January 2022 and December 2024

Last occupation of work (detailed)	Number of people that moved into long term sickness, rounded	% of people who became long term sick that previously worked in the sector	Rank	Number per thousand workers moving to long term sickness from the sector (rate of flow)	Rate of flow rank
Caring Personal Services	22,000	11%	1	17	3
Elementary Cleaning Occupations	13,000	6%	2	29	1
Other Elementary Services Occupations	13,000	6%	3	13	4
Road Transport Drivers	12,000	6%	4	21	2
Sales Assistants and Retail Cashiers	11,000	6%	5	10	5

As would be expected, both the volume and the rates of workers becoming economically inactive due to ill-health are higher among older groups. However, **over a quarter (27 per cent) of workers who are economically inactive because of sickness are under 40 years old (compared to 33 per cent aged 40 to 54 and 40 per cent aged 55 to 64)**. The sample sizes are too small to enable robust age analysis by sector and for most occupations except elementary occupations, where young people are overrepresented relative to other age groups. **Nearly half (46 per cent) of long-term sick economically inactive people whose last job was in an elementary occupation are aged under 40.**

**Wider evidence suggests that job quality issues in these sectors and occupations are a contributing factor to economic inactivity.**

Timewise has previously highlighted the job quality issues associated with frontline sectors that can drive or exacerbate economic inactivity, including a mismatch between the work people with health conditions, impairments and disabilities say they want to do and the work they are most likely to move into.<sup>ii</sup>

A recent survey found that the jobs that people who claim health and disability benefits feel least able to do are those that involve standing up all or most of the day, working shifts that cannot be changed or commuting or travelling as part of the job. The majority want to work part-time, in flexible roles, with the option of working from home.<sup>iii</sup> Timewise analysis has shown that a very small proportion of people make it back into work out of inactivity due to long-term sickness or disability in any given year (2.5 per cent). Those who do are most likely to be working in precarious and demanding jobs in frontline low wage service sectors, including retail, health and care, leisure and hospitality, transport and logistics and construction. Of the 2.5 per cent who do find work, for just over half this work lasts for fewer than four months.<sup>iv</sup>

Wider evidence suggests that economic precarity and affordability issues are important exacerbating factors in the rise in mental distress and economic inactivity among young people, alongside reductions in youth services and the use of social media. This evidence has challenged assumptions in the public debate that inactivity is driven by lower levels of resilience among today's generation, with access to good work with secure hours and income emerging as a priority for young people.<sup>v</sup>

Increases in the national minimum wage rates have reduced the proportion of workers that are paid below two-thirds of median hourly pay significantly over the last decade, but low pay is still common among young people. Over a fifth of young workers are paid below two-thirds of the median and hospitality industries such as hotels and restaurants consistently have the greatest proportion of workers in low pay.<sup>vi</sup> Recent analysis by the Living Wage Foundation of employee jobs paid below the real Living Wage<sup>vii</sup> showed that wholesale and retail, hospitality and health and social care account for the highest volumes of low paid jobs overall in 2024:

- The wholesale and retail sector had the highest number of low-paid jobs (one million), accounting for nearly a quarter (23.4 per cent) of all jobs paid below the real Living Wage in 2024 and 30 per cent of all jobs in the sector.
- Hospitality followed, with 776,000 jobs falling below this wage threshold, representing over half (53.6 per cent) of all hospitality jobs.
- The human health and social work sector also had a significant number of low paid jobs, with 677,000 of jobs paid less than the real Living Wage, representing 14.9 per cent of all jobs in the sector.

In contrast to low pay, there has been little progress in addressing high levels of insecurity at work. Insecure and irregular work is heavily associated with the sectors and occupations young people are more likely to work in, particularly those relating to hospitality:

- Over two-fifths (41 per cent) of all workers in the accommodation and food services sector are on insecure working arrangements – including those who are underemployed, on casual, agency, seasonal or zero-hours contracts and low paid self-employed, second only to agriculture, forestry and fishing (53 per cent).<sup>viii</sup>
- Accommodation and food services has the highest incidence of zero-hours contracts of any sector, with nearly a third (29.8 per cent) of all workers in this sector on a zero-hours contract.<sup>ix</sup>
- Wholesale and retail and health and social work have the third and fourth highest volumes of zero-hours contracts respectively, after the ‘transport, arts and other services’ sector.<sup>x</sup>
- Recent increases in the numbers of people classified as being in ‘severely insecure work’<sup>1</sup> have been concentrated in the wholesale and retail, health and social care, and food and accommodation sectors.<sup>xi</sup>
- Low paid elementary service occupations (including kitchen and bar assistants), caring, leisure and sales roles are all associated with relatively high levels of job insecurity, based on the proportion of workers with insecure contracts and pay volatility and/or insufficient hours.<sup>xii</sup>

Younger people are far more likely to be on insecure working arrangements than older workers:

- Over a quarter (27.9 per cent) of 20- to 24-year-olds and 46 per cent of 16- to 19-year-olds are on insecure working arrangements<sup>2, xiii</sup>
- One in eight young workers are on a zero-hour contract, compared to less than one in 40 older workers.<sup>xiv</sup>
- Of those in work, nearly three in ten (29 per cent) employees aged 18 to 20 years old report experiencing multiple negative aspects of job quality, measured as low levels of pay, job security, wellbeing, satisfaction and autonomy.<sup>xv</sup>

These issues have a long-term ‘scarring’ impact on young people’s employment prospects. Historical analysis suggests that a high percentage of those working in low paid jobs do not progress to better paid jobs<sup>xvi</sup> and that periods of worklessness when you are young has a long-term impact on earnings.<sup>xvii</sup> There is also growing concern about the impact of insecurity on long term health and employment outcomes. Research from the US for example has shown that volatile and variable work schedules when you are young results in a higher likelihood of reporting poor health and depressive symptoms at age 50 than for those with stable standard work schedules.<sup>xviii</sup>

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<sup>1</sup> Defined as sectors where two or more heavily weighted forms of insecure work come together, including underemployment, a lack of guaranteed hours or work, low or unpredictable pay, and a lack of employment protections. See: [Timewise report – Work that works for the next generation](#)

<sup>2</sup> Defined as people in non-permanent work (casual, seasonal jobs, fixed-term and agency) excluding anyone who said they did not want a permanent job; people who report working less than 16 hours a week but want to work more; people who self-report volatile pay or hours while being below median income; people on zero-hours contracts and low paid self-employed people. See: [Timewise report – Work that works for the next generation](#)

## 2. What would make the biggest difference to support more young people to participate?

Our response to this question focuses on the changing nature of the labour market and work. We examine the role of key government policies and agendas including the Youth Guarantee, the Employment Rights Act and industrial policy.

### Reform of the Youth Guarantee

The Government's new Youth Guarantee has a critical role to play in improving young people's employment prospects by engaging more employers to hire and train young people.

The Job Guarantee element, while relatively small and limited in scope, is designed based on previous programmes to support young people to access employment during periods of high unemployment, including the Labour Government's Future Jobs Fund in the wake of the global financial crisis and the Conservative Government's Kickstart programme in response to the economic issues faced by young people during the pandemic. TUC analysis has shown that such schemes, designed well and with quality experiences, can pay for themselves over time, through tax and benefit dividends resulting from higher youth participation. The analysis suggested that a broader scheme, supporting 300,000 young people, could pay for itself within a decade and deliver over £8 billion of benefits.<sup>xix</sup>

We argue that the *quality* of jobs available to young people should be a key focus of the Youth Guarantee, as well as the quantity – particularly given the stated focus on entry routes to sectors such as hospitality, social care and construction, all of which are associated with high flows from work into long term sickness and inactivity. Timewise has previously argued that, without improvements in job quality within these and other frontline sectors, the government's return on investment in back-to-work support for the formerly inactive long-term sick will be disappointing.<sup>xx</sup> The government should draw on evidence about which industries are driving or exacerbating long term sickness rates, and the different contributing factors, to inform its approach to tackling economic inactivity.

Existing employment support programmes do little to influence employer practices or behaviour to shape the nature of jobs available to jobseekers. Critics argue this has encouraged a focus on 'any job', regardless of its quality, with employment support providers given limited mandate, time or resources to work with employers to improve the quality of jobs. We have argued for government back to work schemes to shift away from a 'work first' approach and do more to directly influence employer practices and behaviour.<sup>xxi</sup> This is particularly critical for young people entering the labour market for the first time, who require support as they transition to work and responsible adulthood.

### Recommendations:

- The Department for Work and Pensions should introduce selection criteria that includes job quality standards for employers offering training or work placements under the Youth Guarantee – with a particular focus on fair scheduling practices that minimise hours volatility, support workers to have some input into their shift patterns and offer access to flexible working options. These could be developed in line with the forthcoming new Employment Rights Act measures, which are due for implementation in 2027.

- The Government's Youth Trailblazers should aim to support and incentivise labour market intermediaries to help people to access good jobs that meet their needs, including through upskilling to enable job brokers to better engage and support employers to improve and adapt jobs to meet people's needs for predictable and flexible work.

## Effective implementation of the Employment Rights Act

The government is taking action to reduce job insecurity through the Employment Rights Act. This will introduce new rights to guaranteed-hours contracts, fair notice periods for shifts, and compensation for shifts that are cancelled at short notice, as well as stronger rights to request flexible working. Our analysis suggests that this should be seen as a key plank of efforts to increase labour market participation, including among young people. Despite concerns raised by some, the government's impact analysis finds that the risks to hiring and overall employment due to the introduction of the Act are low and concludes that the Act will deliver net benefits to GDP and employment. The analysis suggests that it is likely to 'improve the quality of work' and 'increase the range of jobs and working patterns that are attractive to workers' in low-paid occupations, such as social care, hospitality and retail. As our analysis has demonstrated, these are all sectors with among the highest flows to long economic inactivity due to ill-health.<sup>xxii</sup>

Wider evidence from the implementation of similar legislative measures in US cities and states suggests that the extent to which such measures 'bite' depends on awareness and engagement among employers, how the laws are interpreted, and the strength of enforcement landscape.<sup>xxiii</sup> The US experience suggests that additional efforts are required to ensure effective implementation in the sectors associated with lower paid, insecure work – and to ensure that any employers participating in the Youth Guarantee meet not only legislative but also wider good practice standards that support an effective school-to-work transition.

## Recommendations:

- The Department of Business and Trade [DBT] should encourage the development of industry-wide sector-specific guidance and best practice models across all low-paying industries and occupation groups to accompany the codes of practice. The department should develop this guidance in partnership with leading employers and sector bodies in each sector and experts in predictable and flexible work. Timewise sector plans for secure and flexible work in retail, construction, health & social care, transport & logistics, can provide a model for the development of guidance for these sectors.<sup>xxiv</sup>
- DBT should measure the success of workers' rights legislation, for example by re-commissioning the Workplace Employment Relations Study (WERS). WERS provided valuable information on employee influence at work, access to flexible working, job satisfaction and individual and collective representation at work.
- Ensuring that the Keep Britain Working Review recommendation for the introduction of a Healthy Work Lifecycle is adopted in frontline sectors with the aim of minimising practices that can create or exacerbate ill health (mental and physical), as well as to support effective sickness management in the workplace.

## Sectoral strategies to improve working conditions and job design

As we have seen, occupations including sales and customer service roles, caring, leisure and other service roles, elementary occupations and process, plant and machine operative roles – and where

young people are typically over-represented - have the highest rates of economic inactivity due to sickness.

The latest Skills and Employment survey shows that the control workers have over the way they do their job ('task discretion') has fallen to new lows, particularly in jobs with a mismatch between demands and control – or 'job strain' - which are consistently associated with worse health outcomes.

Improving working conditions over time (increasing levels of worker control and lowering work intensity) can have beneficial health (and mental health) impacts, particularly for workers in high-demand, low-control jobs, through a focus on task discretion, working schedules, work intensity, and physical environment.

More broadly, flexible, part-time and remote work enables people to manage health conditions alongside other reasonable adjustments – and is also important for improving employment rates among people with caring responsibilities.

Many employers lack the knowledge or skills to support changes to job design that meet the needs of people who need to work flexibly however or to improve input and control. And while the Employment Rights Bill will provide stronger day one rights, the legislative framework promotes an individual, case-by-case approach to change rather than systemic approaches that could increase the availability of flexible and part time work more broadly within a team or organisation.

When employers do make these changes, our work suggests they can drive significant benefits for employers as well as employees. Timewise 'Shift-life balance' programmes work with employers to give workers more 'input, choice and control' over their working patterns. Our evidence shows that greater choice, input and control over working hours and patterns can significantly reduce sickness absence and staff turnover, improve wellbeing and work-life balance and improve the predictability of shift-based work.<sup>xxv</sup>

But many employers need support to do this effectively. Employers particularly in frontline sectors face genuine barriers to adapting jobs and job quality from procurement and commissioning models that don't allow for 'slack' in the workforce to make work more flexible, to upfront costs (even if recouped through savings over time), to supply chain practices, market competition, cultural barriers such as resistance to change and risk aversion and complex operational constraints. Employers also need support to move away from 'low road' business models reliant on casualised labour which impose one-sided flexibility.

Driving systemic change across low wage sectors with the highest rates of economic inactivity will require collective action and coordination with employers, unions and government. In the UK these tri-partite institutions are lacking, with neither the Department for Work and Pensions or the Department for Business and Trade engaging in a systematic way with key sectors of the everyday economy, relying instead on legislation and individual employers to drive change in the workplace or piecemeal engagement with employers as part of employment and skills programmes.

Setting out a framework for an industrial policy for 'good jobs', the Harvard economist Dani Rodrik has proposed greater use of conditionality in economic policymaking. He has argued for governments to require improvements in job quality in return for funding and services to support social and economic objectives like reducing inactivity and boosting growth.<sup>xxvi</sup>

## Recommendations

- We propose that the government should expand the Modern Industrial Strategy to include key frontline sectors such as transport, retail, food services, logistics and construction with improving job quality and workplace productivity as key goals.
- As an initial step in this direction, Timewise has previously argued for a joint DWP and Department for Business and Trade (DBT) **Frontline Workplace Innovation Fund**, backed by £500m investment for an initial phase. In return for committing to conditional targets for reducing staff turnover and sickness rates, improving rates of retention and return to work from sickness, employers receive access to preferential procurement, business support, innovation grants and training through the Fund. Agreements for this conditional support should be tri-partite - negotiated between the government, unions and key sectors and employers or areas. This proposal is based on similar agreements in Norway that have increased the probability of employed individuals signing up to staying in work and returning to work after sick leave.<sup>xxvii</sup>
- National government should also work with local and combined authorities to develop responsible approaches to commissioning and other practices that promote 'shift-life balance' in frontline sectors such as public transport, social care and childcare.

## References

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### Question 1

- <sup>i</sup> Skills for Care (2025) *The state of the adult social care sector and workforce in England 2025*.
- <sup>ii</sup> Lanning T and McNeil C (2025) *Healthy by Design?* Timewise.
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- <sup>vi</sup> Cominetti N & McCurdy C (2025) *Low Pay Britain 2025*, Resolution Foundation.
- <sup>vii</sup> Mignon K (2025) [Employee Jobs paid below the real Living Wage 2024](#), Living Wage Foundation.
- <sup>viii</sup> Richardson J (2023) [Precarious pay and uncertain hours: Insecure work in the UK Labour Market](#), Living Wage Foundation
- <sup>ix</sup> Office of National Statistics, EMP17: People in employment on zero hours contracts, November 2025.
- <sup>x</sup> Ibid.
- <sup>xi</sup> Florisson R (2024) [The Insecure Work Index 2024](#), The Work Foundation.
- <sup>xii</sup> Cominetti N, Costa R, Datta N & Odamtten F (2022) [Low Pay Britain 2022](#), Resolution Foundation.
- <sup>xiii</sup> Richardson J (2023) [Precarious pay and uncertain hours: Insecure work in the UK Labour Market](#), Living Wage Foundation.
- <sup>xiv</sup> Office of National Statistics, EMP17: People in employment on zero hours contracts, November 2025.
- <sup>xv</sup> See Health Foundation, July 2024, [Proportion of people in low-quality work by region, ethnicity, age and sex](#).
- <sup>xvi</sup> See, for example, D'Arcy C and Hurrell A (2014) *Escape Plan: Understanding who progresses from low pay and who gets stuck*, Resolution Foundation.
- <sup>xvii</sup> See Gregg P (2024) [Employment, economic inactivity and incapacity: past lessons and implications for future policy](#), The Health Foundation.
- <sup>xviii</sup> Han W (2024) *How our longitudinal employment patterns might shape our health as we approach middle adulthood—US NLSY79 cohort*, PLOS One.

### Question 2

- <sup>xix</sup> Trades Union Congress (2025) [National jobs guarantee can fix Tories' "toxic legacy" on NEETs and boost economy](#).
- <sup>xx</sup> Lanning T and McNeil C (2025) *Healthy by Design?* Timewise.
- <sup>xxi</sup> Ibid.
- <sup>xxii</sup> UK Government (2026) [Employment Rights Act 2025: economic analysis](#).
- <sup>xxiii</sup> See Icaza Diaz M (2025) *What Does it Take for a Fair Scheduling Policy to Work in Practice?* Workrise
- <sup>xxiv</sup> Ending the Two-Tier Workforce, Timewise 2024 <https://timewise.co.uk/wp-content/uploads/2025/01/Timewise-Ending-the-Two-Tier-Workforce.pdf>
- <sup>xxv</sup> Ibid.
- <sup>xxvi</sup> Rodrik D (2022) *An industrial policy for good jobs*, The Brookings Institution.
- <sup>xxvii</sup> Ending the Two-Tier Workforce, Timewise 2024 <https://timewise.co.uk/wp-content/uploads/2025/01/Timewise-Ending-the-Two-Tier-Workforce.pdf>



Timewise's mission is to create healthy, equitable and inclusive workplaces for all by widening access to good quality, flexible work. We are the UK's leading experts on job design and we tackle barriers to change with both policymakers and employers. Through our research, we evidence the need for good flexible and predictable work to boost the living standards of low and middle earners. We believe good flexible jobs enable employees to gain increased autonomy and control over how much, when or where they work. Through our programmes, we trial practical solutions and scale these through consultancy and campaigns.

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