

## Changing Nature of Working Practices in UK

Name

Date

## **Introduction**

Individuals who have well-paying jobs may or may not understand the challenges of finding work in the UK. As of 2016, 26.52 million UK citizens were employees while 4.6 million were under self-employment. According to BBC (2019), employment in the UK had hit records high with the employed individuals hitting 32.54 million. The Office of the National Statistics, the 2019 number of employed individuals was the highest in the history of the UK labor force. However, as the number of employee individual increased, the number of unemployed increased by about 8000, thus hitting 1.37 million mark (Blake et al., 2019). Even if the number of job vacancies in the UK was estimated by BBC to be 853, 000, several challenges continue to impact the job seekers. Hence, as compared to the past decades, the current UK job marketplace has changed as the demand for work continues to increase in the retail sectors, hospitals and schools as posed to the primary sector employment.

### **LO1**

#### **Physical Effects**

For individuals with work, voluminous work leads to stress with further affect the health of the employees. According to Dich et al. (2019), work and family factors have physical challenges to the employees more so women. Women in the cooperate world must juggle between the office work and the parental care duties to the family. Chunn (2019) established that 79% of the UK women reported workplace stress as opposed to the 66% men with workplace stress. Chunn realized that financial concerns, heavy workloads and personal health were the three main sources of stress to the working individuals. Hence, with such a level of stress, the physical wellbeing of the individual is threatened.

For the UK workforce who lack employment, stress is the major threat to the physical wellbeing of individuals. The Public Health England (2020) provides that clear evidence exist that unemployment is based on human health since unemployment is associated with increased risk of morbidity and mortality (Blake et al., 2019). Stress is therefore common among other underplayed as they worry how they can meet their needs. Hence, stress takes a toll on the physical wellbeing of unemployed UK citizens.

### **Social Effects**

For the employed, most of the UK citizens are not happy with their salaries, leading to a wider social class gap. BBC (2019) examined the inequalities sinned social gap and established that as of 2015, the richest one per cent in the UK was estimated to be £547 billion. Scott (2017) established that about 57% of the retail employees were not happy with their salaries. The salaries were unable to meet their needs. Hence with needs not meet, they are unable to fit into the social class they so wish for by the time they received their employment.

The unemployed, on the other hand, may live a life of poverty in the UK, leading to widening social gaps in the UK. The unemployment rate is equally competitive with employment but on the downward trend. As of 2017, 20% of the UK population lived in poverty (Blake et al., 2019). Therefore, the lack of a job in the UK can lead to individuals living below the poverty line.

### **Psychological Effects**

The Public Health England (2020) identified that unemployment is associated with an increase in morbidity and mortality, which include cases of suicide, poor mental health and cardiovascular disease. The unemployed faced health-harming behaviors such as alcoholism and other related drug abuse cases. The unemployed are, in most cases, frustrated in life, leading to the mentioned cases of suicide. Boseley (2018) established that across the globe, 45,000 lives were

lost to suicide between 2000 and 2011. The UK is among the countries that produced suicide statistics due to unemployment. Therefore, unemployment is not healthy for an individual's health.

Some group of employed individuals may sink into depression due to work-related stress. A third of the UK workforce experiences anxiety, stress or depression, according to Forster (2017). Depression cases bare the workforce to be productive in their assigned duties. Depression may lead to further long-term mental illnesses. With mental illnesses cases, some workforce, therefore, is stressed or unable to provide their labor. Thus, the UK workers and the unemployed all suffer mental stresses associated with work or its absence.

## **LO2**

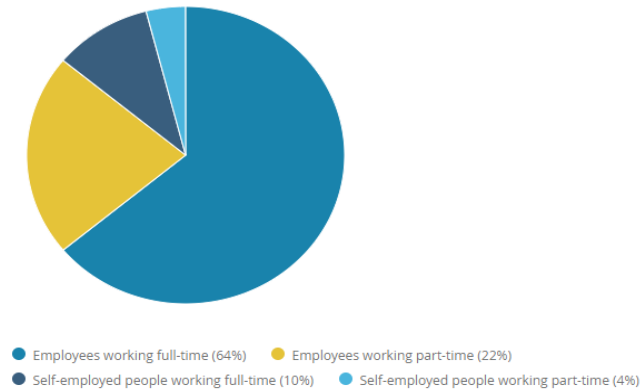
### **Technological Changes**

Technological changes continue to affect income inequalities, employment and productivity among the workforce. In the mid-90s, most organizations in the UK had a manual data entry system (Small, 2019). Not only was a manual system common in the UK by in most parts of the world. However, with the advancement in technology, the landscape of work continues to change in the industries as most systems are automated (Blake et al., 2019). The technological change creates chances for change in the nature of work itself. Numerous ethnographic findings point out that technological changes have and continue to alter the way work is performed as well as the roles that workforces play in various industries and divisions of labor. Further, due to technological changes, there have been changing of roles as the structure of many organizations.

The changing arrangements of work entail the occupation and contingent jobs. Looking at figure 1 and 2, the population of the self-employed workers continue to be on the decline in the UK. As of 2014, 15% of the total working population was self-employed (Blake et al., 2019).

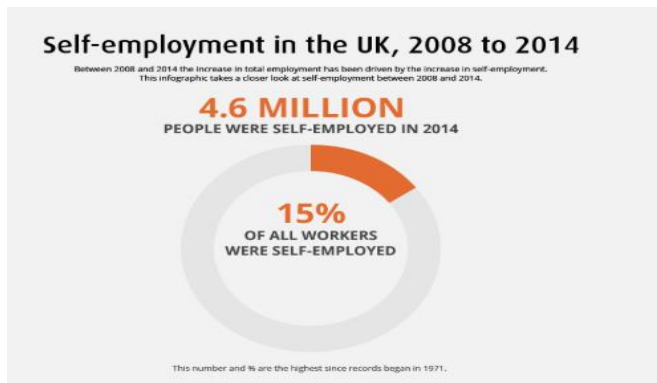
Figure 1 provides that more UK working forces were employed as of 2017, making 64% of the total working population. The unfavorable economy of the UK makes it difficult to pull resources together for the self-employed individuals to succeed in their business (Small, 2019). Starting a business in the UK requires many resources that an individual may be unable to accumulate. With high-interest rates, the financial institution lends money make it even more difficult for self-employment in the UK. Therefore, more of the UK working force is employed with few in self-employment businesses.

Demographic changes initiated by technological changes also continue to influence the nature of work in the UK. Over the years, more workers in the UK have been older individuals. More organization continue to hire older individuals in the UK. However, the young individual above the age of 16 years is currently gaining forces. In 2016, 3.95 million workers were aged between 16 and 24 years old with 911,000 of them having full-time students with part-time jobs (Blake et al., 2019). Many employees see the young people as economically inactive, and with the little experience they have, the young are unable to meet the employment challenges. Additionally, the young adults are currently highly educated among the labor force even if lack experiences according to many employers. Most employers presently employed individuals with basics computer skills as most of the process are automated. For instance, the NHS UK, as a healthcare system, encourages evidence-based care. Evidence-based care system in NHS, therefore, require electronic patient records be managed effectively. The management of the system must have the competence necessary to achieve the best outcome among the system users.



*Figure 1: employees, and self-employed working part-time and full time*

*Source: Office for National Statistics, Labor Force Survey*



*Figure 2: Self-employed in the UK in 2014*

*Source: Office for National Statistics, Labor Force Survey*

## **On-Demand Economy**

There is a rise of the on-demand economy. Firms such as Uber were established along with the increased recognition that IT permits persons to connect as well as coordinate in an unprecedented manner (Small, 2019). Hence, there is increased interest in the on-demand economy not only in the UK but also across major economies in the world. As of 2017, e-commerce, which is part of on-demand business, accounted for about 16.5 percent of sharps of total business turnovers in the UK. Sabanoglu (2020) predicts that as of 2021, about 91% of the UK internet users will be expected to transact online shopping. The presence and increase of the on-demand

economy is an indication of unclear measures of relevant types of works. The educated individual continues to abandon their full-time or part-time jobs to take on jobs brought by the on-demand economy. As of 2017, there were about 40,000 Uber drivers with about 3.5 million users in London (Parrish, Gross and Heptonstall, 2019). Therefore, the on-demand economy also continues to change the nature of work in the UK.

### **Changes in Employment Contracts**

Employment laws in the UK continue to be updated, and the workers have to adapt to the new regulations. Initially, the employees would only work in areas where they have been assigned duties. According to the UK Employment Laws, the employer can change the employee's place of work (Parrish, Gross and Heptonstall, 2019). For instance, a mobility clause may say that an employee may be called upon to take up work in any location within the UK. Under such circumstances, the employee is expected to adopt such new terms of employment. However, such new terms in the updated employment laws may inconvenience some employees. An inconvenienced employee may choose to end such contracts. Therefore, changes in employment in the UK are facilitated by the changes witnessed in the employment laws.

### **LO3**

Historically, work has been seen as an activity that gives a socially valued product or services to those in the working force. Work from the historical time was seen as part of activities that could be paid depending on the nature of work one does. Most of the work was to be paid as the laborer were to exchange their efforts and expertise with the wages from the employers (Small, 2019). Formal work has been seen as work that is tracked by the GDP to show the national growth by the government. Informal work, on the other hand, denotes the unregulated work by the government and is not part of the national growth (Parrish, Gross and Heptonstall, 2019). The

informal work could be referred to as top-down powers as seen in drug trade the untaxed babysitters and the hard to track work which is classified as cash only. Under the informal work, workers' rights are limited and most popular in developing countries.

In the pre-industrial age, the most common type of work was subsistence agriculture and was not market-driven (Small, 2019). In the agrarian farming systems, the family provided labor. The pre-industrial labor force was therefore made up of larger families who worked in firms and were paid little for their efforts. Immigration was majorly evident for the setting up of infrastructure in most countries but still there were cases of high inequalities and poverty among the working population (Parrish, Gross and Heptonstall, 2019). During the industrial revolution, there were lots of social and economic changes witnessed as movement from rural to urban marked the decade. The size of the working class increased but still, unskilled workers were more than the skilled workers.

## **LO4**

### **Socioeconomic Factors**

Socioeconomic factors globally lead to the creation of occupational classes. There are three types of occupational classes, that is class one, two and three. However, these cases come due to known factors such as education levels.

Education levels: class one are professional and individuals that are engaged in occupational activities such as administrative or clerical duties (Small, 2019). Editors, IT professionals, physios, auditors and artists among other administrators are part of class one, occupational class two are skilled or semi-skilled but in many cases exposed to hazardous conditions. Engineers, market merchants, agents, supervisor, car washers and chemist, among



others are part of class one. Class three are individuals who deal with heavy machinery or manual labor such based electricians, painters and carpenters, among others.

Income and employment also decide what type of occupation one is in life. With no employment, trained teachers will not convince an individual that she or he is a teacher unless by documents (Small, 2019). With enough income, one can seek education and joining the desired occupation.

### **Conclusion**

Work continues to operate in workplaces that are diverse and unpredictable. The employment laws in the UK continue to be updated, making employment more tricky and vast. Technology changes in the world have equally led to changes in employment, as the current employees are needed to have skills in IT-related activities. On-demand business is equally affecting the way employees operate. Hence, many on-demand businesses create other occupations to the UK citizens

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