

# ◦ • • • : Labour market support to stem the unemployment tide

The coming wave of unemployment is likely to hit those already struggling to stay afloat hardest, risking many more people being swept into poverty and deeper hardship. Government should continue to take bold and compassionate action at the Comprehensive Spending Review and Autumn Statement to navigate a course through it. An ambitious plan is needed to deliver a good jobs recovery and the 'Right to Retrain' manifesto commitment to support workers' transition into new opportunities.

**Mike Hawking - Policy and Partnerships Manager**

**Louise Woodruff - Policy and Partnerships Manager**

**Morgan Bestwick - Policy and Partnerships Officer**

---

### Recommendations for the Comprehensive Spending Review and Autumn Budget

1. Deliver a new generation of good jobs by resolving the funding of adult social care to unlock more than 600,000 jobs by 2035; bringing forward £9.2 billion of investment for energy efficiency improvements; and reducing Employer National Insurance Contributions to stimulate private-sector employment.
2. Delivering the 'Right to Retrain' commitment to support people to transition into new good jobs by creating a 'New Deal for Adult Education' worth £7 billion and delivering targeted employment support for those struggling to stay afloat.
3. Take urgent action to prevent long-term unemployment by allowing furloughed workers who lose their jobs to access employment and training support immediately and introduce a Hiring Credit worth £3,000 for firms taking on people who have been out of work for more than 12 months.
4. Provide additional support to level up the weakest economies with an ambitious UK Shared Prosperity Fund worth £14 billion.

---

## Introduction

The COVID-19 storm has affected us all, but the economic impacts of the pandemic have fallen hardest on those who were struggling to stay afloat. Sectors which employ large numbers of low-paid workers in roles that have close contact with colleagues or customers have been particularly hard hit. Previously sustainable businesses are being hit doubly by the consequences of a recession limiting people's spending power, and by social distancing measures restricting trading capacity.

Government's economic interventions have been bold and compassionate to date, supporting firms and individuals through the coronavirus storm. The Plan for Jobs set out a plan for boosting jobs growth and well-targeted interventions for young people. But there were gaps in support for people over 25 to retrain and the Government can and should go further in its efforts to stimulate job creation.

As support for existing jobs is wound down during the Autumn, firms will be facing tough decisions about whether they can keep workers on. The wave of unemployment that is anticipated will hit people already struggling to stay afloat, pulling more people into poverty or deeper hardship. The Bank of England estimates that unemployment could rise to 7.5%, but there is huge uncertainty – the Office for Budget Responsibilities' central forecast is for unemployment to rise to 11.9%. Unemployment can restrict and restrain people's prospects, harming their ability to get a good job and limiting their ability to progress out of low pay in the future.

The UK's labour market was not as healthy as it appeared prior to the pandemic. Despite record employment rates, work was not providing a secure route out of poverty for many, with one in eight workers experiencing in-work poverty. The increased use of less secure contracts, a lack of progression opportunities from many lower-paid roles, and other barriers such as access to affordable transport and childcare all contributed to this. Poor quality work was also harming the UK's economic performance by limiting the contribution of those workers to the labour market and dragging down productivity.

It is vital that the Government's interventions at this Autumn's Budget and Comprehensive Spending Review plot a course through the coming wave of unemployment, learning the lessons from previous economic storms to ensure people are supported to transition into new opportunities. We can and must aim for a strong recovery that delivers good quality and accessible job opportunities for people, avoiding the damaging effects of long-term unemployment.

## A wave of unemployment will hit those struggling to stay afloat hardest

The economic impact of the pandemic is still working its way through the economy. Previously profitable businesses in sectors where workers are in close contact with the public, such as hospitality, leisure, beauty and retail, are at particular risk due to continued public health interventions limiting trading capacity (Sandher and Innes, 2020).

---

The most recent ONS figures showed that the number of employees in the UK on payrolls in August 2020 was down around 695,000 compared with March 2020 (ONS, 2020a). It is anticipated that this will continue to rise in the coming months.

JRF has constructed a Pre-Vaccine Job Risk Index (see box below) which estimates which jobs are most likely to be lost in the coming wave of unemployment. The index suggests that 40% of employees on the minimum wage face a high or very high risk of their job being lost to the pandemic compared to less than 1% of those earning above £41,500 per year. It finds jobs that require close contact with others, and especially with members of the public, such as in hospitality and leisure, are at particularly high risk. These are sectors that have already been hit hard by the pandemic - during the height of the lockdown in June, as many 1.4 million workers were furloughed in the accommodation and food services sector (HMRC, 2020).

#### **The JRF Pre-Vaccine Job Risk Index**

In a recent paper, we constructed a COVID-19 Pre-Vaccine Job Risk Index to estimate which jobs are most at risk in the coming months. The Index draws on data for the tasks involved in different jobs, and categorises jobs as low, medium, high and very high risk based on whether the tasks involved require closeness to colleagues and members of the public as well as an estimation of the indirect risk from the wider recession.

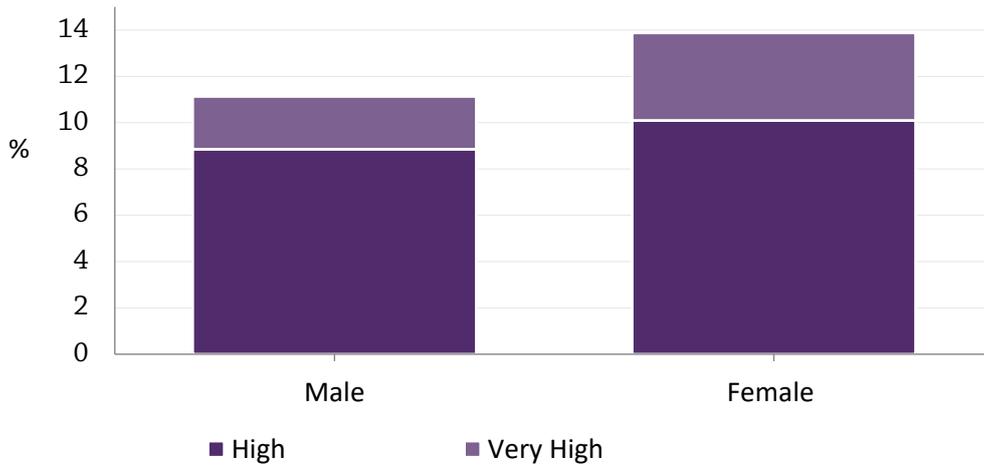
For further details, see Sandher and Innes, 2020.

Unemployment in sectors that were hit hard by the lockdown is of particular concern, especially if people are made redundant after long periods of being furloughed. We know that being out of work for long periods can have negative effects on an individual's income, job prospects and well-being (Machin and Manning, 1999). It is possible that being furloughed for a prolonged period could have a similar effect. Government needs to ensure workers who are made redundant after a long period of furlough are able to access employment support services as early as possible.

### **Workers struggling to stay afloat will be hardest hit**

Many of the workers most at risk of job loss already face disadvantages in the labour market and were struggling to stay afloat. JRF's Job Risk Index highlights how workers' risk of job loss is affecting people differently because of their age, gender, ethnicity or disability, as demonstrated in figures 1-4 below.

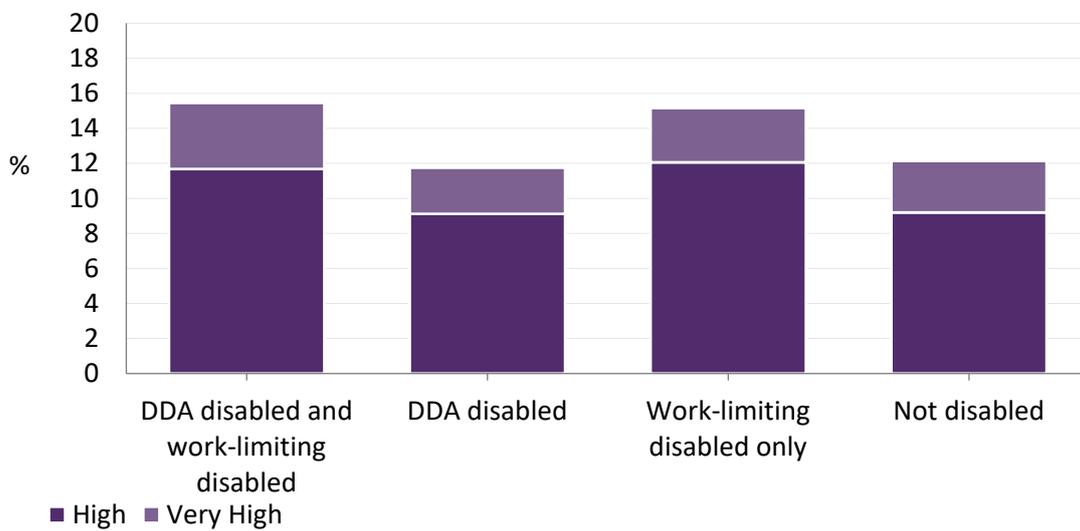
**Figure 1: Percentage of high/very high job risk by gender**



Source: Sander and Innes (2020)

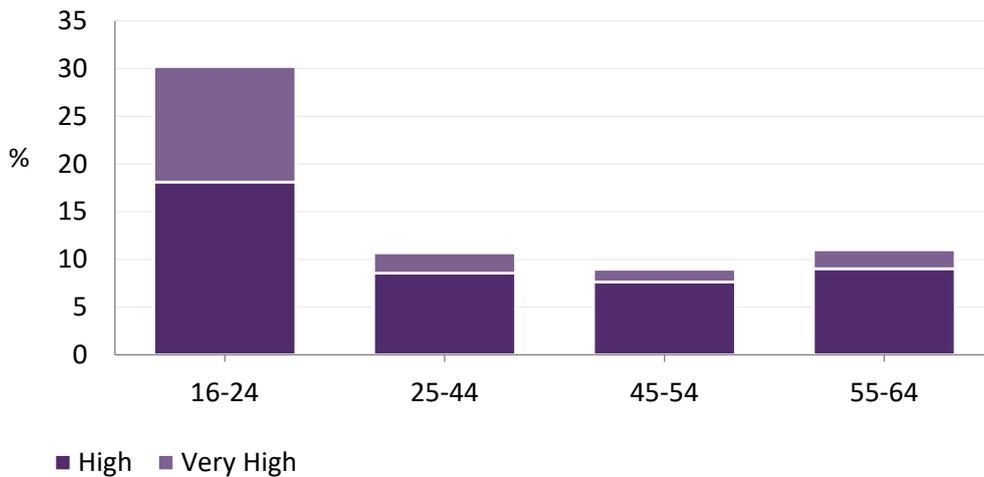
Women, whose employment has already been disproportionately impacted by childcare pressures during the COVID pandemic, and those who have a work-limiting disability are more likely to have a job at high or very high risk. The very youngest 16-24 age group are also far more likely to have a high-risk job.

**Figure 2: Percentage of high/very high job risk by disability**



Source: Sander and Innes (2020)

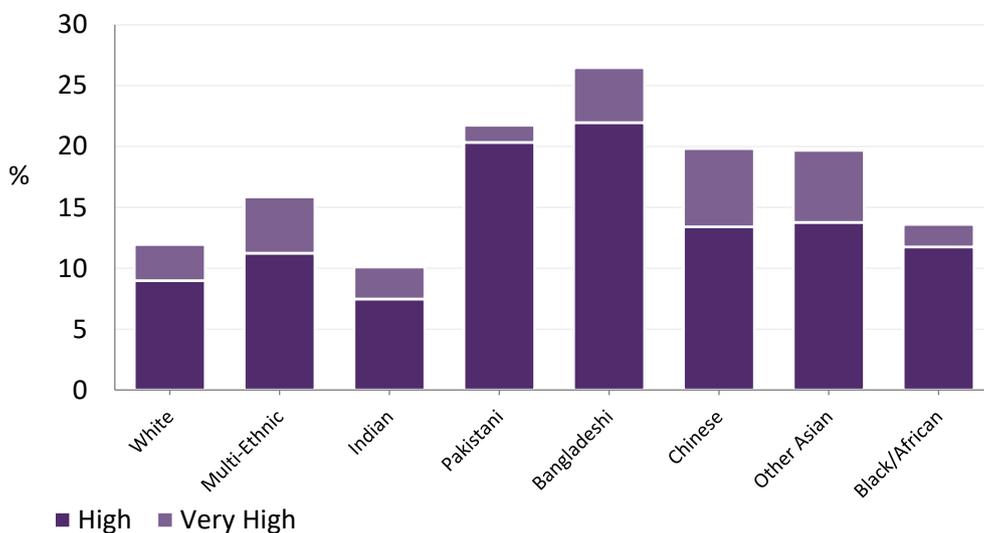
**Figure 3: Percentage of high/very high job risk by age**



Source: Sander and Innes (2020)

Most concerning, some ethnic minorities such as the Bangladeshi and Pakistani communities, who already face heightened health risks from this pandemic, are also more than twice as likely to have a high-risk job compared to the White population, as shown in figure 4 (Sandher and Innes, 2020).

**Fig 4: Percentage of high/very high job risk by ethnicity**



Source: Sander and Innes (2020)

Helping people into new jobs will require considerable investment in retraining, and supporting people to access new, good quality jobs. Evidence suggests that this needs to be personalised and flexible to be successful for groups facing existing labour market disadvantage. Government must ensure that its interventions are designed to support people in overcoming the particular barriers to employment that they face.

---

## Places will experience the coming wave of unemployment differently

The economic impacts of the pandemic are being felt across the country. However, towns and cities will be affected differently because of how their local economies function and how resilient they are to economic shocks.

JRF's Pre-Vaccine Job Risk Index suggests that workers in weaker local economies face the highest risk of losing their jobs. The proportion of jobs at high or very high risk of being swept away by COVID-19 in the least productive tenth of local authorities is 14.5% compared to 10.5% in the most productive tenth (Sandher and Innes, 2020).

Many of these weaker local economies – often coastal and former industrial towns - are yet to recover from previous recessions and were beginning to feel the negative effects of automation and technological change. Unemployment rates have already climbed higher in local authorities covering these areas than other parts of the country (JRF, 2020a). They were in desperate need of additional support from the Government to invest in re-skilling citizens and creating new accessible job opportunities prior to COVID-19. The pandemic's economic effects mean this need is now even greater.

The challenge facing cities is somewhat different. Many of the UK's cities had been growing strongly since the Great Recession, with significant job growth in the knowledge economy in their centres. Jobs in coffee shops, restaurants, and hotels, had grown to service larger daytime populations created by those workers, commuters, and visitors. Whilst many of the jobs in these industries were low paid and less secure, they provided employment opportunities for people with fewer formal qualifications living in cities.

COVID-19's forced move to homeworking for most city-based office workers has already had a serious impact on businesses who rely on providing services to commuters. Several household names have already announced significant job cuts. Our analysis suggests that around 1.5 million out of 4.8 million of those at high/very high risk of their job being swept away work in the UK's major cities (Sandher and Innes, 2020).

Whilst people will undoubtedly return to work in offices in greater numbers as we learn to live with COVID-19, it is also likely that more workers will choose to work from home at least some of the time. The number of people working from home was already increasing slowly prior to the pandemic (ONS, 2020b). It is possible that this will be the start of a more permanent shift, and at least some of the city-centre jobs dependent on servicing larger commuting populations will be permanently lost.

When added to other structural changes in the economy – such as our growing preference for online shopping over the high street – there is likely to be many fewer jobs accessible in the short-term to workers with fewer qualifications facing redundancy. We need to learn the lessons from economic restructuring of the 1980s and 90s and support people through these changes. Government intervention will be

---

needed to retrain and reskill workers for the new good-quality jobs that need to be created.

## **We need to shape a stronger economy that works for all of us**

In the months before the pandemic struck, the UK's labour market looked healthy, but weaknesses remained. We had some of the highest employment rates the nation had seen and increases in the National Living Wage mean we have one of the highest minimum wage rates as a share of the median in the world (Innes, 2020). However, this masked a rapid rise in in-work poverty. For many families, having someone in work was not proving enough to keep their heads above the rising tide of poverty. Around 4 million workers, approximately one in eight of the workforce, were in poverty pre-COVID-19.

Workers in low-income families experienced slower earnings growth in the twenty years before the pandemic than the average family, despite the introduction of a higher minimum wage. Although the rise in the minimum wage was an effective way to tackle low-hourly pay rates, it was not sufficient to compensate for reductions of in-work social security, nor meet rising housing costs as more low-income families became reliant on the private rented sector.

The increased use of less secure contracts, a lack of progression opportunities from many lower-paid roles, and other barriers such as access to affordable transport and childcare all contributed to the increase in in-work poverty. Before the pandemic, at least 13% of the workforce had an element of insecurity built into their work arrangements, such as unpredictable hours or no sick or holiday pay (McDonald and Şandor, 2020). Recent figures have suggested that insecure work continued to rise throughout the pandemic, with the number of zero-hour contracts in the economy surpassing one million for the first time (ONS, 2020c).

Poor quality work was also harming the UK's economic performance by limiting the contribution of those workers to the labour market and dragging down productivity. Businesses invest less in insecure, transient staff and the growing use of poor-quality work encourages business models that depend on cheap labour. This means a sizeable part of the workforce were missing out on training that could allow them to contribute more productively to the economy.

### **The key components of a good job**

JRF has been working in partnership with people who have lived experience of in-work poverty to understand the impacts of poor-quality work and co-design policy solutions. We've brought this together with the existing evidence base to develop six components we think characterise a good job. This definition of 'good work' recognises the importance of material factors, such as training and fair pay, alongside experiential or relational ones, such as being treated with dignity and respect.

1. Fair pay: aiming for higher pay, bringing benefits for households and businesses.
2. Sufficient working hours: unlocking the hours people need to make ends meet.
3. Training and progression: providing accessible training and progression routes.
4. Flexibility: ensuring people with caring responsibilities or health needs can work.
5. Security: enabling people to plan their lives and finances.
6. Treatment at work: treating every worker with dignity and respect.

---

The groups being hit hardest by the current recession were those most likely to be experiencing in-work poverty before it hit. Poverty rates were high in low-wage sectors like accommodation and catering, whilst single parents, disabled people, and employees from certain BAME groups were more likely to experience in-work poverty (JRF, 2020b).

We should learn the lessons of the pre-pandemic economy and improve the quality of the new jobs that are created to build a stronger economy that works for all of us. We can and must aim for a stronger recovery this time around.

## Recommendations: the Government needs a bold and compassionate response

The coming wave of unemployment could be at a scale we have rarely seen. The Government has already shown it is willing to take bold and compassionate action to support jobs and people's incomes. It needs to continue in this vein and take decisive action at the Comprehensive Spending Review and Autumn Statement to prevent more people being swept into poverty and deeper hardship. The Government's response needs to reflect the scale of the problem, putting in place an ambitious plan for a good jobs recovery. This requires action in four areas:

1. Delivering a new generation of good jobs.
2. Delivering the 'Right to Retrain' commitment to support people to transition into good jobs.
3. Urgent action to prevent long-term unemployment.
4. Additional support to level up the weakest economies with an ambitious UK Shared Prosperity Fund.

### Delivering a new generation of good jobs

The Government's Plan for Jobs made significant commitments to create new opportunities. But the Government needs to go further if we are to navigate a course through the wave of unemployment we face. We recommend a bold new package of investment in social and physical infrastructure with new spending on adult social care and green jobs. This should be delivered alongside a temporary reduction to hiring costs for businesses to stimulate the economy and create good-quality jobs across the UK.

**Recommendation:** Government should resolve the funding of adult social care in this spending review period to unlock thousands of new, sustainable jobs that will meet our nation's future needs. Reform of the adult social care funding model could help to unlock up to 660,000 new jobs needed to meet rising sector demand by 2035 (Centre for Workforce Intelligence, 2015).

Alongside this, Government should immediately bring forward investment to deliver a pay rise for key workers in adult social care. The pandemic has highlighted the vital role that low-paid workers in the sector – who are predominantly female - play in supporting some of our most vulnerable adults. The sector has a systemic problem

---

with pay and conditions which Government should resolve. Raising minimum hourly pay to the real Living Wage in the sector could benefit around 650,000 key workers (Skills for Care, 2019). Increased pay would also help to fill the 122,000 current vacancies in the sector (Kings Fund, 2020). It has been estimated this would cost around £1 billion a year (Resolution Foundation, 2020).

**Recommendation:** Bring forward the full £9.2 billion for energy efficiency committed in the Conservative’s 2019 manifesto, to create more good-quality green jobs. The New Economics Foundation estimated that an investment of £9.75 billion in retrofitting over 18 months could deliver 115,000 FTE (full-time equivalent) jobs by the end of 2021 (NEF, 2020). Parity Projects estimates that delivering all the retrofitting and refurbishment work needed before 2030 could provide over 200,000 jobs if started this year (Parity Projects, 2020).

**Recommendation:** Encourage private sector employers to create new jobs by reducing the cost of hiring new workers. This should be delivered by increasing the secondary threshold at which employers start paying national insurance contributions (NICs) from gross annual earnings of £8,784 to £20,000. This would mean no employer NICs for anyone earning the equivalent of a full-time job at the London real living wage or less. This change would apply to new hires of businesses expanding their headcount and last for the first year of employment. It should be a temporary policy and on offer for a year. The cost will depend on how successful the policy is at stimulating job creation. We estimate that this could cost between £1 billion and £2 billion.<sup>i</sup>

## **Delivering the ‘Right to Retrain’ commitment to support adults to transition into new jobs**

The coming wave of unemployment will affect already disadvantaged people hardest. Workers with fewer formal qualifications will likely have limited alternative employment opportunities available to them. We need to learn the lessons from economic restructuring in previous decades and support people through these changes, which will be layered on top of and accelerate other changes in the labour market. Government needs to deliver on its promised ‘Right to Retrain’ bringing forward investment in adult education and ensuring that employment support services are well targeted toward the needs of people experiencing labour market disadvantage.

**Recommendation:** Create a ‘New Deal for Adult Education’ in England<sup>ii</sup> by bringing forward planned spending on adult skills and retraining, and creating a single, simplified budget which unifies the Adult Education Budget, National Skills Fund and National Retraining Scheme. If the existing Adult Education Budget of £1.5 billion a year was maintained, and all of the proposed £2.5 billion National Skills Fund was brought forward into this spending review period, this would mean a combined budget of at least £7 billion over the next three-years<sup>iii</sup>. A single, unified funding stream would help to simplify processes for commissioners, providers, employers and, most importantly, learners. A national framework should be developed, but funding should be devolved to Mayoral Combined Authorities in England and should be compatible with the UK Shared Prosperity Fund.

---

To ensure adults with fewer formal qualifications feel the full benefit of this commitment, the Augar review's recommendations on access to funding for Level 2 and 3 qualifications for adults should be implemented immediately (HM Government, 2019).

**Recommendation:** Tailored and personalised support for the groups of people being hit hardest by redundancy should be delivered through the new, large-scale employment support offer (HM Treasury, 2020). The offer needs to be at a sufficient scale to meet the unemployment challenge and draw on evidence of what works from previous schemes, working in collaboration with local partners, and ensuring those with fewer formal qualifications are encouraged and supported to learn new skills, alongside job-search support.

Others have estimated a programme of this scale would cost £2.4 billion over the next two years (Help Wanted, 2020). Funding for this could come from unspent funds committed to the Job Retention Bonus. The new service should prioritise dignity and respect in service delivery and be designed with service users, drawing on the experience of the Fair Start Scotland programme. Groups of focus should include BAME groups, disabled people, lone parents, long-term unemployed and adults with fewer formal qualifications.

### **Urgent action to prevent long-term unemployment**

There's a significant amount of evidence that shows being out of work for more than 12 months has a detrimental impact on an individual's income, wellbeing and employment prospects (Machin and Manning, 1999). Government should take immediate steps to avoid this blighting people's prospects.

**Recommendation:** Ensure people who have been furloughed and made redundant have immediate access to employment services by starting their 'inactivity' period from the date they were furloughed rather the date they were made unemployed.

**Recommendation:** Introduce a 'hiring credit' from April 2021 for firms taking on people out of work for more than 12 months, funded from unspent Job Retention Bonus money<sup>iv</sup>. The bonus should be worth a minimum of £3,000 per job, as suggested in Help Wanted, 2020. If 50,000 people were supported into employment through a hiring credit at this scale, the cost of the programme would be £150 million.

### **Additional support to level up the weakest economies with an ambitious UK Shared Prosperity Fund**

Places with weaker local economies – such as coastal and former industrial towns – will be hit hard by the wave of unemployment that is coming. Many of these places are still feeling the effects of previous economic shocks and are experiencing the negative effects of structural economic changes such automation. The Government's levelling up agenda spoke to many of these challenges and now is the time to ensure the promises that have been made to those communities are delivered.

---

**Recommendation:** The Government should deliver its promised UK Shared Prosperity Fund (UKSPF) to give communities additional resource to create new accessible jobs and extra employment and skills support for their areas. The UKSPF should be worth at least £14 billion over the three-year spending review period. The UKSPF replaces EU Structural Funds currently supporting investment in communities. JRF has previously estimated that replaced ERDF and ESF Funds, with any associated match funding, would cost £2.4 billion a year (Tinker, 2018). This should be doubled to meet the scale of the challenges facing places with weaker economies.

The fund should be targeted, flexible and devolved toward local authorities with the lowest rates of employment and lower quartile pay (Tinker, 2018). It should be devolved to national governments in Scotland, Wales and Northern Ireland, and Mayoral Combined Authorities in England. Outside of Mayoral Combined Authorities, funding should be driven by groups of local authorities working in existing local partnership arrangements, including LEPs. It should be compatible with the ‘New Deal for Adult Education’ outlined above.

---

## Notes

<sup>i</sup> We base our estimate on the share of job moves in sectors by wage band in 2019 and the average cost of the policy by wage band. In our low-cost scenario we assume that there are half as many job moves into hardest hit sectors as in 2019 and a fifth of these are into growing businesses, and that there are 20% fewer job moves into other sectors and a quarter of these are into growing businesses. In our high-cost scenario we assume that there are 40% fewer job moves into hardest-hit sectors as in 2019 and a third of these are into growing businesses, and that there are no fewer job moves into other sectors and two fifths of these are into growing businesses.

<sup>ii</sup> Adult education is a devolved matter. Funding of this form would have Barnett consequential.

<sup>iii</sup> A similar proposal has previously been put forward by the Association of Colleges (Association of Colleges, 2020).

<sup>iv</sup> The Office for Budget Responsibility (2020) have estimated the cost of the Job Retention Bonus to be £3 billion lower than the Treasury's upper limit.

Association of Colleges (2020) Rebuild: A skills led recovery plan, Association of Colleges. [Online] Available at: [https://www.aoc.co.uk/sites/default/files/REBUILD%20-%20A%20skills%20led%20recovery%20plan%20%28full%20doc%29%20FINAL\\_1.pdf](https://www.aoc.co.uk/sites/default/files/REBUILD%20-%20A%20skills%20led%20recovery%20plan%20%28full%20doc%29%20FINAL_1.pdf) [Accessed: 14 September 2020].

Centre for Workforce Intelligence (2015) Forecasting the adult social care workforce. [Online] Available at: [https://www.basw.co.uk/system/files/resources/basw\\_22641-9\\_0.pdf](https://www.basw.co.uk/system/files/resources/basw_22641-9_0.pdf) [Accessed: 14 September 2020].

Help Wanted (2020) Help Wanted: Getting Britain Back to Work, Institute for Employment Studies and others. [Online] Available at: [https://www.employment-studies.co.uk/system/files/resources/files/Help\\_Wanted\\_Getting\\_Britain\\_Back\\_to\\_Work.pdf](https://www.employment-studies.co.uk/system/files/resources/files/Help_Wanted_Getting_Britain_Back_to_Work.pdf) [Accessed: 14 September 2020].

HM Government (2019) Review of Post-18 Education and Funding, HM Government. [Online] Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/805127/Review\\_of\\_post\\_18\\_education\\_and\\_funding.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/805127/Review_of_post_18_education_and_funding.pdf) [Accessed: 14 September 2020].

HMRC (2020) Corona Virus Job Retention Scheme Official Statistics – June 2020, HM Government. [Online] Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/891249/Coronavirus\\_Job\\_Retention\\_Scheme\\_Statistics\\_June\\_2020.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/891249/Coronavirus_Job_Retention_Scheme_Statistics_June_2020.pdf) [Accessed: 14 September 2020].

HM Treasury (2020) Plan for Jobs, HM Government. [Online] Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/898421/A\\_Plan\\_for\\_Jobs\\_Web\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/898421/A_Plan_for_Jobs_Web_.pdf) [Accessed: 14 September 2020].

---

Innes, D (2020) What has driven the rise of in-work poverty?, Joseph Rowntree Foundation. [Online] Available at: <https://www.jrf.org.uk/report/what-has-driven-rise-work-poverty> [Accessed: 14 September 2020].

JRF (2020a) Targeted action for parts of Britain at risk of surging unemployment, Joseph Rowntree Foundation. [Online] Available at: <https://www.jrf.org.uk/blog/targeted-action-parts-britain-risk-surging-unemployment> [Accessed: 14 September 2020].

JRF (2020b) UK Poverty 2019/20, Joseph Rowntree Foundation. [Online] Available at: <https://www.jrf.org.uk/report/uk-poverty-2019-20> [Accessed: 14 September 2020].

The Kings Fund (2020) Social Care 360, The Kings Fund. [Online] Available at: [https://www.kingsfund.org.uk/sites/default/files/2020-05/Social%20care%20360%202020%20PDF\\_0.pdf](https://www.kingsfund.org.uk/sites/default/files/2020-05/Social%20care%20360%202020%20PDF_0.pdf) [Accessed: 14 September 2020].

Machin, S and Manning, A (1999) The causes and consequences of longterm unemployment in Europe, Handbook of Labor Economics, in: O. Ashenfelter and D. Card (ed.), Handbook of Labor Economics, edition 1, volume 3.

McDonald R and Şandor A (2020) Making work secure: unlocking poverty and building a stronger economy. [Online] Available at: <https://www.jrf.org.uk/report/making-work-secure-unlocking-poverty-and-building-stronger-economy> [Accessed: 15 September 2020].

NEF (2020) Building a Green Stimulus for Covid-19, New Economics Foundation. [Online] Available at: <https://neweconomics.org/uploads/files/green-stimulus-covid.pdf> [Accessed: 14 September 2020].

Office for Budget Responsibility (2020) Fiscal sustainability report July 2020. [Online] Available at: [https://cdn.obr.uk/OBR\\_FSR\\_July\\_2020.pdf](https://cdn.obr.uk/OBR_FSR_July_2020.pdf) [Accessed: 15 September 2020].

ONS (2020a) Labour market overview, UK: September 2020, Office for National Statistics. [Online] Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/september2020> [Accessed: 15 September 2020].

ONS (2020b) Coronavirus and homeworking in the UK labour market: 2019, Office for National Statistics. [Online] Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/coronavirusandhomeworkingintheuklabourmarket/2019> [Accessed: 14 September 2020].

ONS (2020c) Labour market overview, UK: August 2020, Office for National Statistics. [Online] Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/august2020> [Accessed: 14 September 2020].

Parity Projects (2020) Net Zero Housing Workforce, Parity Projects. [Online] Available at: <https://parityprojects.com/net-zero-housing-workforce/> [Accessed: 14 September 2020].

Resolution Foundation (2020) The Full Monty: facing up to the challenge of the coronavirus labour market crisis, Resolution Foundation. [Outlook] Available at: <https://www.resolutionfoundation.org/app/uploads/2020/06/The-Full-Monty.pdf> [Accessed: 14 September 2020].

---

Sandher, J and Innes, D (2020) Storm ready – how to keep us afloat as unemployment hits, [Online] Joseph Rowntree Foundation. Available at: <https://www.jrf.org.uk/report/storm-ready-how-keep-us-afloat-unemployment-hits> [Accessed: 14 September 2020].

Skills for Care (2019) Pay in the adult social care sector, Skills for Care. [Online] Available at: <https://www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/documents/Pay-in-the-adult-social-care-sector.pdf> [Accessed: 14 September 2020].

Tinker, R (2018) Designing a Shared Prosperity Fund, Joseph Rowntree Foundation. [Online] Available at: <https://www.jrf.org.uk/report/designing-shared-prosperity-fund> [Accessed: 14 September 2020].

---

## About the Joseph Rowntree Foundation

The Joseph Rowntree Foundation is an independent social change organisation working to solve UK poverty. Through research, policy, collaboration and practical solutions, we aim to inspire action and change that will create a prosperous UK without poverty.

We are working with private, public and voluntary sectors, and people with lived experience of poverty, to build on the recommendations in our comprehensive strategy - [We can solve poverty in the UK](#) - and loosen poverty's grip on people who are struggling to get by. It contains analysis and recommendations aimed at the four UK governments.

All research published by JRF, including publications in the references, is available to download from [www.jrf.org.uk](http://www.jrf.org.uk)

To meet one of our experts to discuss the points raised please contact:  
Mike Hawking: Policy and Partnerships Manager  
[Mike.Hawking@jrf.org.uk](mailto:Mike.Hawking@jrf.org.uk)