

Precarious Work – Survey Questionnaire

ASK ALL, TEXT

Welcome to the latest Public Voice/CINT survey. Verian, an independent social research agency, is conducting this survey for people aged 16 to 64 and aims to understand the experiences of those in work — particularly in less secure jobs — as well as people who are not currently working but would like to return in the future.

It has been commissioned by the Ministry of Housing, Communities and Local Government. The findings will help shape government policy to strengthen and improve working conditions, including the forthcoming Employment Rights Bill.

The survey will take about 10-15 minutes to complete.

Your answers will be treated in the strictest confidence and used for research purposes only. Your identity will never be shared. If any question makes you uncomfortable, you can select 'Prefer not to say'.

If you have any questions, please email pvoice@veriangroup.com or call our free helpline on 0800 015 3001.

You can read our privacy policy by visiting <https://www.pvoice.co.uk/>

Please click the NEXT button to start the survey.

1	START SURVEY
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ASK ALL, DATE SCREEN OUT IF UNDER 16 OR OVER 64

Q1. What is your date of birth?

1	Day:	SCREEN OUT IF UNDER 16 OR OVER 64
2	Month:	SCREEN OUT IF UNDER 16 OR OVER 64
3	Year:	SCREEN OUT IF UNDER 16 OR OVER 64
999	Prefer not to say	SCREENOUT

TO ALL SCREENED OUT FOR AGE, TEXT

Thank you for your time. Unfortunately, based on your age, you're not eligible to take part in this survey.

We appreciate your interest.

ASK ALL, SINGLE CODE

Q2. Which of the following best describes your current situation?		
1	Employed full-time (This includes permanent work as well as non-permanent jobs such as casual work, seasonal jobs, fixed term contract or agency work).	
2	Employed part-time (This includes permanent work as well as non-permanent jobs such as casual work, seasonal jobs, fixed term contract or agency work).	
3	Self-employed	
4	Unemployed and actively looking for work	Go to Q19
5	Not working due to a long-term health condition or disability, but open to working in future	Go to Q19
6	Not working due to a long-term health condition or disability, and will not return to work in the future	SCREENOUT
7	Looking after home or family, but would like to return to work in the future	Go to Q19
8	Looking after home or family, and will not return to work in the future	SCREENOUT
9	Retired and not working at all	SCREENOUT
10	In full-time education at school, college or university and not working	SCREENOUT
11	Doing something else	SCREENOUT
998	Don't know	SCREENOUT
999	Prefer not to say	SCREENOUT

ASK ALL THOSE IN EMPLOYMENT OR SELF-EMPLOYED [Q2 = 1, 2 OR 3], SINGLE CODE		
Q3. How many jobs do you have?		
1	1	
2	2	
3	3 or more	
998	Don't know	
999	Prefer not to say	

ASK THOSE IN EMPLOYMENT OR SELF-EMPLOYED [Q2 = 1, 2 OR 3], SINGLE CODE		
Q4. Thinking about all your jobs, does your usual take-home pay (after tax and other deductions) add up to around £30,500 per year or more?		
This is roughly equal to £586 per week or £2,540 per month.		
1	Yes, £30,500 or more	SCREENOUT
2	No, below £30,500	
998	Don't know	SCREENOUT
999	Prefer not to say	SCREENOUT

ASK THOSE IN EMPLOYMENT OR SELF-EMPLOYED AND UNDER £30,500 PER YEAR [Q2 = 1, 2 OR 3 AND Q4 = 2], SINGLE CODE		
Q5. Thinking about all your jobs, does your usual take-home pay (after tax and other deductions) add up to around £19,700 per year or more?		
This is roughly equal to £379 per week or £1,640 per month.		

1	Yes, £19,700 or more	
2	No, below £19,700	
998	Don't know	
999	Prefer not to say	

ASK ALL THOSE IN EMPLOYMENT OR SELF-EMPLOYED AND UNDER £30,500 PER YEAR [Q2 = 1, 2 or 3 AND Q4 = 2], MULTI CODE, RANDOMISE ANSWERS

Q6. What best describes the sector(s) you work in? Please select all which apply

1	Agriculture, forestry and fishing	
2	Mining and quarrying	
3	Manufacturing	
4	Energy supply (e.g. electricity, gas)	
5	Water, waste or recycling services	
6	Construction	
7	Wholesale and retail trade	
8	Transportation and storage	
9	Accommodation (e.g. hotels) and food service activities (e.g. restaurants)	
10	Information and communication (e.g. media, IT)	
11	Financial and insurance services	
12	Real estate activities	
13	Professional, scientific and technical services	
14	Administrative and support services	
15	Public administration and defense	
16	Education	
17	Health and social work activities	
18	Arts, entertainment and recreation	
19	Repair of motor vehicles and motorcycles	
20	Other service activities	Fixed
995	Other	Fixed
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK THOSE IN EMPLOYMENT AND SELF-EMPLOYED AND UNDER £30,500 PER YEAR [Q2 = 1, 2 OR 3 AND Q4 = 2], SINGLE CODE

Q7. What kind of employment contract do you have for your **main job**?

By "main job", we mean the job where you work the most hours.

1	Permanent contract	
2	Fixed term contract	
3	Temporary or casual contract	
4	Seasonal contract	
5	Working through an agency	
6	Zero-hours contract (where your employer does not guarantee any hours of work)	
7	Gig or platform-based work (e.g. Uber, Deliveroo,	

	app-based work)	
995	Other	
997	Not applicable	Only show for Q2 = 3
998	Don't know	
999	Prefer not to say	

ASK THOSE IN NON-PERMANENT WORK AND UNDER £30,500 PER YEAR [Q7 IS NOT = 1, 995, 997, 998 OR 999 AND Q4 = 2], SINGLE CODE

Q8. For your **main job**, would you prefer to be on a permanent contract rather than a [pipe in Q7 answer], but have not been able to find one?

1	Yes – I would prefer a permanent contract, but haven't been able to find one	
2	No, I prefer my current contract	
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK THOSE IN EMPLOYMENT OR SELF-EMPLOYED AND UNDER £30,500 PER YEAR [Q2 = 1, 2 OR 3 AND Q4 = 2], NUMBER

Q9. On average, how many hours do you usually work per week?

Please give your answer in hours, using up to two decimal places if required (e.g. 13.25 or 37.50).

1		
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK THOSE IN EMPLOYMENT OR SELF-EMPLOYED AND UNDER £30,500 PER YEAR AND WORKING LESS THEN 16 HOURS PER WEEK [Q2 = 1, 2 OR 3 AND Q4 = 2 AND Q9 = < 16], SINGLE CODE

Q10. Thinking about your main job, which of the following best describes how you feel about the number of hours you usually work?

1	I would like to work more hours than I currently do	
2	I would like to work fewer hours than I currently do	
3	My current working hours are about right	
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK THOSE IN EMPLOYMENT AND UNDER £30,500 PER YEAR [Q2 = 1 OR 2 AND Q4 = 2], SINGLE CODE

Q11. Roughly how much does your pay vary from month to month?

1	It doesn't vary — I get the same amount each month	
2	5% or less	
3	Between 5% and 10%	
4	Between 10% and 20%	
5	More than 20%	
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

Eligibility Coding

This definition must be met:

Earn under £30,500 take home pay per year

Q4 = 2 (Earning < £30,500)

And at least one of the following criteria:

Self-employed people who earn under £19,700 take home pay per year

Q2 = 3 (Self-employed) AND Q5 = 2 (Earning < £19,700)

OR

People on zero-hours contracts.

Q7 = 6 (On a zero-hours contract)

OR

People in non-permanent work (casual, seasonal jobs, fixed term and agency) who are unable to find permanent work.

Q7 = 2, 3, 4, 5 OR 7 (non-permanent contact) AND Q8 = 1 (Is unable to find a permanent contract)

OR

People who report working less than 16 hours a week despite wanting to work more (i.e., under-employed).

Q9 = < 16 (Work less than 16 hours a week) AND Q10 = 1 (want to work more)

OR

People who self-report volatile pay while being below median income. (changes in pay of more

than 10%)

Q2 = 1 OR 2 (in employment, not self-employed) AND Q4 = 2 (earn less 30,500) AND Q11 = 4 OR 5 (pay varies >10%)

TO ALL WHO DO NOT PASS ELIGIBILITY CRITERIA, TEXT

Based on your answers, you're not eligible to take part in this particular survey.

As a thank you for your participation so far, we will make a £1 donation to charity on your behalf.

We really appreciate your time and interest.

ASK ALL THOSE IN EMPLOYMENT [Q2 = 1 OR 2], MULTI CODE, RANDOMISE ANSWERS

Q12. Does your workplace provide or offer any of the following? Please select all which apply.

[IF Q3 = 2 OR 3: If you have more than one job, please think about your **main** job.]

1	Trade union representation	
2	Holiday pay	
3	Sick pay	
4	Parental leave from day one	
5	Bereavement leave	
996	None of the above	Fixed, exclusive
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK ALL THOSE IN EMPLOYMENT [Q2 = 1 OR 2], GRID, RANDOMISE ROW ORDER

Q13. To what extent do you agree or disagree with the following aspects of your job?

[IF Q3 = 2 OR 3: If you have more than one job, please think about your **main** job.]

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to say
Q13_1	I have a good manager	1	2	3	4	5	998	999
Q13_2	My job allows me to have a good work life balance	1	2	3	4	5	998	999
Q13_3	I can work when I want/ the hours that suits me	1	2	3	4	5	998	999
Q13_4	I can always work more hours when I want to	1	2	3	4	5	998	999

Q13_5	The job is easy	1	2	3	4	5	998	999
Q13_6	I enjoy what I do	1	2	3	4	5	998	999
Q13_7	I am happy with my pay	1	2	3	4	5	998	999
Q13_8	My job is meaningful/ worthwhile/ I can make a difference e.g. to other people/ society	1	2	3	4	5	998	999
Q13_9	My employer gives me training opportunities	1	2	3	4	5	998	999
Q13_10	I have an opportunity to get promoted in this job	1	2	3	4	5	998	999
Q13_11	My job has helped me to have better physical and mental health	1	2	3	4	5	998	999

ASK ALL THOSE IN EMPLOYMENT [Q2 = 1 OR 2], MULTI CODE, RANDOMISE ANSWERS

Q14. Have you ever experienced issues with the following in the workplace? Please select all which apply.

[IF Q3 = 2 OR 3: Please answer this question, thinking about **all** your current jobs.]

1	Been refused time off for parental leave, bereavement, or caring responsibilities	
2	Experienced discrimination or harassment from a colleague or someone else at work	
3	Asked for Trade Union recognition but was refused	
4	Asked for flexibility on the hours I do and was refused	
5	Not been given sick pay	
6	Suffered deteriorating health because of work	
7	Not been supported or protected to speak up and report serious wrongdoing at work (known as whistleblowing protections)	
8	Not received the tips left by customers	
9	Been pushed out of work or sacked without your employer using a fair process	
10	Not given the hours that I needed	
11	Had shifts changed or cancelled at short notice without compensation	
12	Not been given paid holiday	
995	Other	Fixed
996	None of the above	Fixed, exclusive
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK ALL THOSE IN EMPLOYMENT OR SELF-EMPLOYED [Q2 = 1,2 OR 3], MULTI CODE, RANDOMISE

ANSWERS

Q15. In the last 4 weeks, has anything below happened to you, either because of your job or because of something your employer asked you to do? Please select all which apply.

[IF Q3 = 2 OR 3: Please answer this question, thinking about **all** your current jobs.]

1	Shifts changed or cancelled at short notice after I'd travelled to work	Not self-employed [Q2 = 1 OR 2]
2	Had to pay for or rearrange childcare because of last minute changes to your work shifts	Not self-employed [Q2 = 1 OR 2]
3	Considered leaving the workforce entirely due to uncertainty in your job.	
4	Had to update your Universal Credit benefit claim to avoid a sanction	
5	Have been sanctioned by Universal Credit for an incorrect benefit claim	
6	Missed an event that was important to you, such as an event for your child, a medical appointment, holiday or funeral because of work	
7	Had to borrow money to cover your daily living costs due to irregular wages, lost shifts or unpredictable working hours	
8	Did not have enough to pay your household bills like water, electricity or rent due to irregular wages, lost shifts or unpredictable working hours	
9	Had money deducted from your wages because of fines from your employer	Not self-employed [Q2 = 1 OR 2]
995	Other	Fixed
996	None of the above	Fixed, exclusive
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK ALL THOSE IN EMPLOYMENT OR SELF-EMPLOYED AND IF INCONVIENCE SELECTED [Q2 = 1,2 OR 3 AND Q15 IS NOT = 996 OR 999], NUMBERS

Q16. In the last 4 weeks, roughly how much money have you lost or had to spend due to problems with your work situation (e.g. cancelled shifts, reduced hours, unpredictable pay)?

Please enter the amount to the nearest whole pound (£). Do not enter decimal points or negative numbers. Select "Not applicable" if you didn't experience this cost.

[IF Q3 = 2 OR 3: Please answer this question, thinking about **all** your current jobs.]

		Approximate amount (£)	Not applicable	Prefer not to say
Q16_1	Lost earnings (e.g. cancelled shifts or reduced hours)	£_____	997	999
Q16_2	Extra travel costs	£_____	997	999
Q16_3	Childcare or other care costs	£_____	997	999

Q16_4	Borrowing costs (e.g. interest, payday loans)	£ _____	997	999
Q16_5	Benefit deductions or sanctions (e.g. Universal Credit)	£ _____	997	999
Q16_6	Employer fines or deductions	£ _____	997	999
Q16_7	Other unexpected costs	£ _____	997	999

ASK ALL THOSE IN EMPLOYMENT OR SELF-EMPLOYED [Q2 = 1,2 OR 3], MULTI CODE,

Q17. Has your current work situation ever affected your ability to access or keep your accommodation (e.g. paying rent or mortgage)?

1	Yes – my uncertain income has made it difficult to pay my rent or mortgage	
2	Yes – my income is too low to afford suitable housing in my area	
3	No – I always manage to cover my rent or mortgage, even if it means cutting back on other things	Exclusive
4	No – my income is enough to cover my rent or mortgage without having to go short elsewhere	Exclusive
997	Not applicable	Exclusive
998	Don't know	Exclusive
999	Prefer not to say	Exclusive

ASK THOSE IN EMPLOYMENT OR SELF-EMPLOYED [Q2 = 1, 2 OR 3], SINGLE CODE

Q18. How satisfied or dissatisfied are you with your current job?

[IF Q3 = 2 OR 3: If you have more than one job, please think about your **main** job.]

1	Very satisfied
2	Fairly satisfied
3	Neither satisfied nor dissatisfied
4	Fairly dissatisfied
5	Very dissatisfied
998	Don't know
999	Prefer not to say

ASK ALL NOT IN WORK BUT WANT TO BE [Q2 = 4, 5 OR 7], MULTI CODE, RANDOMISE ANSWERS

Q19. What is your main reason for not working at this current time? Please select all which apply.

1	Waiting for the results of an application for a job/being assessed by a training agent	
2	Looking after the family/home	
3	Temporarily sick or injured	
4	Long-term sick or disabled	
5	Believe no jobs available	

6	Not yet started looking	
7	Do not need work	
995	Other	Fixed
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK ALL NOT IN WORK BUT WANT TO BE [Q2 = 4, 5 OR 7], MULTI CODE, RANDOMISE ANSWERS

Q20. What are you most concerned about when returning to work? Please select all which apply.

1	The hours I will be expected to work	
2	The possibility that I will lose my job unexpectedly/ I won't pass probation	
3	Not earning enough to meet my needs and/or being worse off financially	
4	The impact work will have on my health	
5	The impact work will have on the benefits I am entitled to	
6	The challenge of balancing work and caring responsibilities	
7	The lack of affordable childcare	
8	Not knowing my shifts in advance or having changeable/unpredictable hours	
9	The only jobs available are insecure or poor quality	
995	Other	Fixed
998	Don't know	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK ALL NOT IN WORK BUT WANT TO BE [Q2 = 4, 5 OR 7], MULTI CODE, RANDOMISE ANSWERS

Q21. The Employment Rights Bill is intended to rebalance and strengthen employment laws and rights so that workers have greater protection while at work.

Which of the following protections, if any, could make it easier for you to return to work? Please select all which apply.

1	A right to flexible working from day one (unless your employer can explain why their refusal is reasonable)	
2	Greater rights for new parents (e.g. maternity/paternity leave or return-to-work flexibility)	
3	More access to trade union representation at work	
4	More training and support from the employer	
5	Greater certainty over the hours you will be expected to work	
6	Protection from unfair dismissal from day one of employment	
7	A right to a guaranteed hours contract (i.e. a contract that guarantees a minimum number of hours each week)	
8	Paid sick leave from the first day of illness, regardless of how much you earn	
9	Ensuring your right to paid holiday is enforced (regardless of how much you are paid)	
10	Employers having to give a good reason if they refuse a request for flexible working (e.g. changing start/end times or working from home)	
11	Earlier notice of shifts and shift cancellations	

12	Compensation for late shift changes and cancellations	
995	Other	Fixed
997	Not applicable – nothing could make it easier for you to return to work	Fixed, exclusive
999	Prefer not to say	Fixed, exclusive

ASK ALL, TEXT

You are almost at the end of the survey.

We'd like to ask a few final questions about you for the purposes of this research, even if you have provided similar information before. This helps us understand the views of people from different backgrounds. Your answers will be kept strictly confidential and used only for research purposes. You don't have to answer any questions that you don't want to.

ASK ALL, SINGLE CODE

Q22. Which of the following best describes your gender?

1	Male	
2	Female	
3	Another way (please type in)	[Q22_other]
999	Prefer not to say	

ASK ALL, TEXT

The next question of this survey is about your ethnicity, which is considered sensitive data. It will be used for research purposes only. It will remain confidential in line with our privacy policy. If answering this question makes you uncomfortable, please choose the answer "Prefer not to say".

ASK ALL, SINGLE CODE

Q23. What is your ethnic group?

White

1	English or Welsh or Scottish or Northern Irish or British	
2	Irish	
3	Gypsy or Irish Traveller	
4	Any other White background (please specify)	

Mixed or Multiple ethnic groups

5	White and Black Caribbean	
6	White and Black African	
7	White and Asian	
8	Any other mixed or multiple ethnic background (please specify)	

Asian or Asian British

9	Indian	
10	Pakistani	
11	Bangladeshi	
12	Chinese	
13	Any other Asian background (please specify)	

Black or Black British		
14	African	
15	Caribbean	
16	Any other Black or African or Caribbean background (please specify)	
Other ethnic group		
17	Arab	
18	Any other ethnic group (please specify)	
998	Don't know	
999	Prefer not to say	

ASK ALL, SINGLE CODE		
Q24. Do you have any physical or mental health conditions or illnesses that last or expected to last 12 months or more?		
1	Yes	
2	No	
999	Prefer not to say	

ASK ALL WITH A PHYSICAL OR MENTAL HEALTH CONDITION [Q24 = 1], SINGLE CODE		
Q25. Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?		
1	Yes, a lot	
2	Yes, a little	
3	No	
999	Prefer not to say	

ASK ALL, SINGLE CODE		
Q26. What is the highest level of qualification you have achieved?		
1	No qualifications	
2	GCSEs or equivalent (e.g. O-Levels, CSEs)	
3	A-Levels or equivalent (e.g. AS-levels, Scottish Highers)	
4	Apprenticeship or vocational qualification (e.g. BTEC, NVQ)	
5	Undergraduate degree or equivalent (e.g. BA, BSc)	
6	Postgraduate degree or above (e.g. MA, PhD, PGCE)	
995	Other	
999	Prefer not to say	