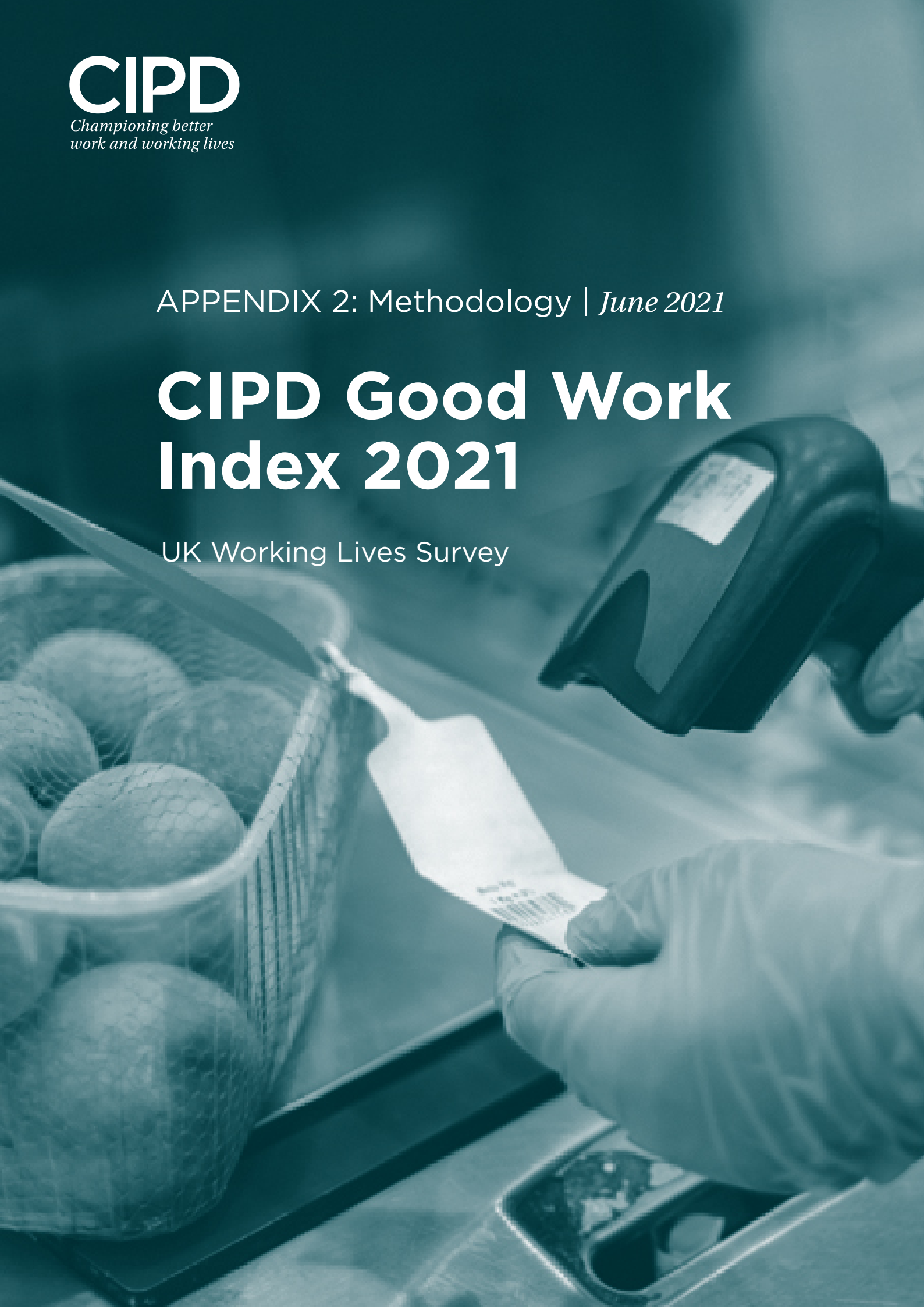


APPENDIX 2: Methodology | *June 2021*

CIPD Good Work Index 2021

UK Working Lives Survey



The CIPD is the professional body for HR and people development. The registered charity champions better work and working lives and has been setting the benchmark for excellence in people and organisation development for more than 100 years. It has more than 150,000 members across the world, provides thought leadership through independent research on the world of work, and offers professional training and accreditation for those working in HR and learning and development.

CIPD Good Work Index 2021

UK Working Lives Survey

Appendix 2: Methodology

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Introduction to Appendix 2

This appendix is a complementary document to the CIPD Good Work Index report (based on the UK Working Lives (UKWL) survey). It contains technical details of the use of survey data and further statistical analysis reported but not presented in the report.

Statistical significance, reporting data and weighting

In this analysis we restrict reporting to samples of at least 30 observations.

Cross-sectional survey weights are applied to all results reported in this report. These weights are supplied by YouGov and are based on ONS figures relating to gender, full- or part-time work status, organisation size within each sector, and industry.

In this appendix we report detailed outputs of some of the additional analyses that were undertaken to support our analysis in the main report. Regression models were estimated using ordinary least squares methods and using robust standard errors.

1 Introduction

Representativeness of the sample

The CIPD Good Work Index

The CIPD Good Work Index (previously CIPD Job Quality Index) is multi-faceted in nature and covers seven important dimensions of a job: (1) pay and benefits; (2) contracts; (3) job design and the nature of work; (4) work–life balance; (5) relationships at work; (6) employee voice; and (7) health and wellbeing. A brief description of statistics of the 2021 CIPD Good Work Index is provided in Table 1.

Table 1: CIPD Good Work Index: 2021

	N	Min	Max	Mean	SD
Pay and benefits index (subjective)	6,256	0.00	1.00	0.506	0.226
Contracts index	6,256	0.00	1.00	0.840	0.165
Job design index	6,253	0.00	1.00	0.600	0.192
Work–life balance index	6,256	0.00	1.00	0.575	0.198
Relationships at work index	6,193	0.00	1.00	0.725	0.171
Employee voice index	6,256	0.00	0.96	0.313	0.218
Health and wellbeing index	6,256	0.00	1.00	0.570	0.175

The seven dimensions of the CIPD Good Work Index were calculated from 18 sub-indices, which in turn are derived from a total of 95 survey items. The relationships of the seven Good Work dimensions and their corresponding sub-indices and survey items are summarised in Table 2. Further technical details of the construction of the CIPD Good Work Index can be found in Appendix 2 of the 2019 UKWL survey report.

Table 2: CIPD Good Work Index

Index	Sub-index	Survey item
Pay and benefits (subjective)	Subjective pay	Considering my responsibilities and achievements in my job, I feel I get paid appropriately
	Pension	Employer pension contribution as a proportion of salary
	Benefits	Career development benefits in last 12 months
		Financial assistance benefits in last 12 months
		Food benefits in last 12 months
		Health care and insurance benefits in last 12 months
		Wellbeing benefits in last 12 months
		Enhanced leave benefits in last 12 months
Social benefits in last 12 months		

			Technology benefits in last 12 months
			Transport benefits in last 12 months
Contracts	Security		How likely to lose job
			How often work at short notice
			Permanent in main job
	Underwork		Hours usually worked per week
			Hours would like to work per week
Job design	Demand and resources	Workload	Workload in a normal week
		Autonomy	Amount of autonomy in job tasks
			Amount of autonomy in work pace
			Amount of autonomy in how work is done
	Amount of autonomy in start or finish time		
	Resources	I usually have enough time to get my work done within my allocated hours	
		I have the right equipment to do my job effectively	
		I have a suitable space to do my job effectively	
	Skills		How well qualified for current job
			Person–job skills match
	Development		Opportunities to develop skills
			Prospects for career advancement
	Meaning		I have the feeling of doing useful work for my organisation
			I have the feeling of doing useful work for my client(s)
			I have the feeling of doing useful work for society
			I am highly motivated by my organisation’s core purpose
		I am highly motivated by the core purpose of my client(s)	
Work–life balance	Balance		I find it difficult to fulfil my commitments outside of work because of the amount of time I spend on my job
			I find it difficult to do my job properly because of my commitments outside of work
			I find it difficult to relax in my personal time because of my job
	HR practice		Taking time out of the day for personal or family matters
			Flexi-time in last 12 months
			Job-sharing in last 12 months
			The chance to reduce your working hours in last 12 months
			Compressed hours in last 12 months
			Working from home in last 12 months
			Working only during school term times in last 12 months
	Hours		Hours usually worked per week including overtime
		Hours would like to work per week	

		Daily commute time
Relationships at work*	Relationships	Line manager or supervisor
		Other managers
		Colleagues in your team
		Other colleagues
		Staff who you manage
		Customers, clients or service users
		Suppliers
	Psychological safety**	If I make a mistake, my manager or supervisor will hold it against me
		People in my team sometimes reject others for being different
		No one in my team would deliberately act in a way that undermines my efforts
	Line management	My boss respects me as a person
		My boss recognises when I have done a good job
		My boss is successful in getting people to work together
		My boss helps me in my job
		My boss provides useful feedback on my work
		My boss supports my learning and development
		My boss can be relied upon to keep their promise
		My boss is supportive if I have a problem
		My boss treats me fairly
Voice and representation	Direct channels	Employee survey
		Online forum or chat room for employees
		Employee focus groups
		One-to-one meetings with your line manager
		Team meetings
		All-department or all-organisation meetings
	Indirect channels	Trade union
		Non-union staff association or consultation committee
		How good employee representatives are at seeking the views of employees
		How good employee representatives are at representing employee views to senior management
		How good employee representatives are at keeping employees informed of management discussions or decisions
	Management	How good managers are at seeking the views of employees or employee representatives
		How good managers are at responding to suggestions from employees or employee representatives
		How good managers are at allowing employees or employee representatives to influence final decisions
		Physical health

Health and wellbeing		Backache or other bone, joint or muscle problems (work-related, in last year)
		Breathing problems (work-related, in last year)
		Heart problems (work-related, in last year)
		Hearing problems (work-related, in last year)
		Road traffic accidents while commuting to or from work (work-related, in last year)
		Injury due to an accident while at work (work-related, in last year)
		Repetitive strain injury (RSI) (work-related, in last year)
		Skin problems (work-related, in last year)
		At my work I feel full of energy
		At my work I feel exhausted
	Mental health	
	Impact of work on mental health	
	At my work I feel miserable	
	At my work I feel under excessive pressure	
	Anxiety (work-related, in last year)	
Depression (work-related, in last year)		

* The conflict sub-index was originally included in the calculation of the 'Relationships at work' index in 2019 but the relevant questions are not available in the 2020 survey.

** The item of 'I trust my colleagues to act with integrity' was originally included in the calculation of psychological safety sub-index in 2019 but this question is not available in the 2020 survey.

2 Change and continuity in the COVID-19 workplace

Table 3: Homeworking preferences

Once social distancing measures and other COVID-19-related restrictions are fully relaxed, how often, if at all, would you like to work from home?	
5 days a week or more	19%
4 days a week	7%
3 days a week	13%

2 days a week	9%
1 day a week	5%
Less often than 1 day a week	3%
Never	6%
Not applicable – I cannot do my job from home	34%
Don't know	3%
N	6,256

Table 4: Anxiety about COVID-19 at the workplace

I feel anxious about catching and/or spreading COVID-19 at my workplace	
Strongly agree	14.8%
Agree	29.5%
Neither agree nor disagree	20.9%
Disagree	21.1%
Strongly disagree	12.7%
Don't know	1.0%
N	2,513

Table 5: Voice scores, by key worker status

Mean score	Employee voice	Direct voice sub-index	Indirect voice sub-index	Management sub-index	N
Key worker	0.35	0.31	0.17	0.46	2,597
Non-key worker	0.29	0.25	0.05	0.43	3,509
Total	0.31	0.27	0.10	0.44	6,106

Table 6: Job design scores, by key worker status

Mean score	Job design index	Workload sub-index	Autonomy sub-index	Resources sub-index	Skills sub-index	Purpose sub-index
Key worker	0.59	0.65	0.52	0.67	0.57	0.67
N	2,596	2,560	2,456	2,588	2,581	2,592
Non-key worker	0.60	0.70	0.64	0.71	0.59	0.63
N	3,508	3,439	2,913	3,492	3,471	3,495
Total	0.60	0.68	0.58	0.69	0.58	0.64
N	6,104	5,999	5,369	6,080	6,052	6,087

Table 7: Index scores, by furlough status

Mean score	Pay and benefits index	Job security sub-index	Job design index	Relationships at work index	Work-life balance index	N
Yes – I have been temporarily furloughed by my employer on a full-time basis	0.457	0.680	0.533	0.695	0.540	456
Yes – I have been temporarily furloughed by my employer and am working reduced hours (fewer than 8 hours a week)	0.479	0.669	0.573	0.700	0.606	104
I have been temporarily furloughed by my employer and am working reduced hours (8 or more hours a week)	0.517	0.728	0.599	0.741	0.566	160
No, I am not currently furloughed	0.512	0.761	0.608	0.728	0.578	5,536

Total	0.506	0.750	0.600	0.725	0.575	6,256
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Table 8: Index scores, by homeworking status

Mean score	Job design index	Workload sub-index	Autonomy sub-index	Resources sub-index	Skills sub-index	Development sub-index	Purpose sub-index
Never	0.55	0.70	0.46	0.68	0.51	0.46	0.62
	2,132	2,079	1,974	2,121	2,108	2,123	2,124
2 days a week or less	0.62	0.65	0.65	0.69	0.61	0.54	0.67
	595	586	512	592	589	594	593
More than 2 days a week	0.63	0.66	0.68	0.70	0.63	0.56	0.66
	3,526	3,476	3,008	3,511	3,495	3,510	3,517
Total	0.60	0.68	0.58	0.69	0.58	0.52	0.65
	6,253	6,141	5,494	6,224	6,192	6,227	6,234

3 Job design and the nature of work

Table 9: Industry breakdown of job design index scores

		Job design index	Skills sub-index	Workload sub-index	Purpose index
Primary industries	N	74	74	74	74
	Mean	0.60	0.52	0.73	0.66
	SD	0.20	0.43	0.40	0.21
Manufacturing	N	436	432	430	435
	Mean	0.60	0.61	0.70	0.61
	SD	0.19	0.41	0.41	0.20
Waste management	N	*	*	*	*
	Mean	*	*	*	*
	SD	*	*	*	*
Utilities	N	97	97	97	97
	Mean	0.57	0.55	0.64	0.57
	SD	0.19	0.40	0.42	0.24
Construction	N	319	317	313	317
	Mean	0.63	0.63	0.70	0.64
	SD	0.16	0.39	0.41	0.18
Retail	N	710	707	698	708
	Mean	0.54	0.49	0.69	0.59
	SD	0.21	0.43	0.42	0.23
Hospitality	N	245	242	236	244
	Mean	0.54	0.46	0.76	0.57
	SD	0.19	0.44	0.39	0.21
Transport and storage	N	287	286	282	287
	Mean	0.56	0.56	0.67	0.62
	SD	0.20	0.44	0.41	0.22

Information and communication	N	681	674	667	680
	Mean	0.62	0.61	0.68	0.62
	SD	0.19	0.41	0.42	0.22
Finance and insurance	N	407	403	402	405
	Mean	0.64	0.67	0.68	0.62
	SD	0.18	0.39	0.41	0.21
Real estate activities	N	66	66	66	66
	Mean	0.60	0.62	0.59	0.62
	SD	0.18	0.41	0.45	0.21
Professional, scientific and technical	N	511	505	495	507
	Mean	0.62	0.64	0.64	0.63
	SD	0.19	0.41	0.42	0.23
Arts, entertainment and recreation	N	128	127	122	128
	Mean	0.63	0.56	0.69	0.69
	SD	0.19	0.43	0.44	0.19
Public administration and defence	N	381	377	378	381
	Mean	0.64	0.58	0.68	0.71
	SD	0.18	0.40	0.41	0.19
Emergency services	N	65	65	63	65
	Mean	0.67	0.67	0.69	0.77
	SD	0.13	0.38	0.43	0.17
Education	N	520	515	514	520
	Mean	0.61	0.58	0.57	0.71
	SD	0.18	0.41	0.44	0.20
Health and social work	N	589	583	583	587
	Mean	0.64	0.64	0.64	0.74
	SD	0.18	0.41	0.42	0.20
Charity/membership organisation	N	201	198	201	201
	Mean	0.65	0.61	0.72	0.78
	SD	0.17	0.40	0.40	0.19

5 days a week/all the time	0.63	0.66	0.69	0.70	0.63	0.57	0.66
N	2,910	2,870	2,468	2,898	2,885	2,896	2,903
4 days a week	0.63	0.69	0.65	0.69	0.63	0.56	0.67
N	315	310	275	315	313	315	315
3 days a week	0.63	0.70	0.65	0.68	0.61	0.54	0.68
N	301	296	265	298	297	299	299
2 days a week	0.64	0.67	0.65	0.69	0.63	0.57	0.67
N	229	224	196	228	225	228	227
1 day a week	0.59	0.56	0.64	0.68	0.54	0.54	0.65
N	127	124	111	126	127	127	127
Less often than 1 day a week	0.62	0.66	0.65	0.70	0.62	0.50	0.70
N	239	238	205	238	237	239	239
Never	0.55	0.70	0.46	0.68	0.51	0.46	0.62
N	2,132	2,079	1,974	2,121	2,108	2,123	2,124
Total	0.60	0.68	0.58	0.69	0.58	0.52	0.65
N	6,253	6,141	5,494	6,224	6,192	6,227	6,234

4 Pay and benefits

Additional detail relating to objective pay

Exploring objective pay in the UKWL is challenging for a number of reasons, which have been set out in previous reports. In particular these relate to the incomplete nature of pay data for a share of survey respondents and some quality issues that relate to the data that is collected on pay.

Following practice in previous years, we therefore focus our analysis of measures of objective pay on overall summary statistics and a measure of relative low pay.

Following the recent approach in this report series, the pay and benefits index is based solely on the subjective pay measure.

Table 12: Median pay, by furlough status and occupational classification (£)

	Median	Higher managerial and professional	Lower managerial and professional	Intermediate occupations	Small employers and own-account	Lower supervisory and technical	Semi-routine occupations	Routine occupations
Furloughed full-time	22,000	30,000	23,400	22,000	12,000	23,712	17,000	20,405
Furloughed, but working < 8 hours a week	27,500	35,000	34,000	29,500	12,000	18,000	18,000	17,000
Furloughed, but working > 8 hours a week	30,000	34,000	32,000	20,750	–	25,000	25,100	18,200
Not furloughed	34,000	45,500	33,600	24,876	28,000	28,400	20,400	24,296
Total	32,625	45,000	32,935	24,500	27,456	27,000	19,240	23,712

Table 13: Attitudes to work

A job is just a way of earning money – no more	
Strongly agree	11%
Agree	26%
Neither agree nor disagree	21%
Disagree	33%
Strongly disagree	9%
Don't know	0%
N	6,256

Table 14: Pay and benefits index score, by age

Pay and benefits index by age band	2018	2019	2020	2021
18–24	0.45	0.49	0.49	0.48
25–34	0.46	0.50	0.51	0.50
35–44	0.48	0.51	0.51	0.52
45–54	0.47	0.47	0.49	0.52
55+	0.45	0.47	0.49	0.50

5 Contracts

Section 5 of Appendix 1 presents some additional descriptive statistics on contracts.

Table 15: Hours-based underemployment

Underemployment: how many more hours would you like to work?	2018	2019	2020	2021
10–15 hours	2.1	2.0	1.8	2.0
5–10 hours	5.0	5.7	4.7	4.7
> 15 hours	2.9	2.9	2.2	2.6
No more	84.3	83.5	85.4	86.0
Up to 5 hours	5.7	5.9	5.9	4.7
Total	100.0	100.0	100.0	100.0

Table 16: Job security (%)

How likely are you to lose your job in the next year?	Very likely	Likely	Neither likely nor unlikely	Unlikely	Very unlikely	Don't know
Higher managerial and professional	4.78	9.47	24.49	31.95	22.60	6.71
Lower managerial and professional	3.75	9.78	22.40	30.17	24.03	9.86
Intermediate occupations	4.87	9.27	23.26	29.94	22.43	10.24
Small employers and own-account	1.62	7.22	17.15	27.01	41.02	5.98
Lower supervisory and technical	5.07	9.65	21.77	30.61	22.37	10.52
Semi-routine occupations	3.68	11.33	19.59	28.99	26.36	10.05
Routine occupations	6.19	12.18	28.07	25.36	16.64	11.55

Table 17: Finding a new job (%)

How easy to find a similar or better job?	Very easy	Fairly easy	Neither easy nor difficult	Fairly difficult	Very difficult	Don't know
18–24	7.0	27.4	24.3	28.4	6.4	6.4
25–34	6.1	23.4	21.9	29.3	11.0	8.3
35–44	4.1	20.2	23.7	29.2	15.1	7.7
45–54	3.4	16.4	21.4	31.3	18.7	8.9
55+	2.9	13.0	18.8	29.4	27.9	8.0

In order to explore to what extent working from home (either full- or part-time), or being furloughed or being a key worker, were associated with higher contracts index, a series of regression models were used (see Table 18).

Table 18: OLS regression: Contracts index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	-0.0559*** (0.0145)			
Fully furloughed	-0.0466*** (0.0111)			
Key worker		0.0144** (0.00574)		0.0144** (0.00582)
WFH 2 days a week or less			-0.0266*** (0.00933)	-0.0257*** (0.00934)
WFH more than 2 days a week			-0.00539 (0.00680)	-0.00199 (0.00697)
Constant	0.787*** (0.0331)	0.774*** (0.0343)	0.790*** (0.0335)	0.776*** (0.0346)
Observations	5,853	5,727	5,853	5,727
R-squared	0.105	0.100	0.098	0.101

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 19: OLS regression: Job security sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	-0.0596*** (0.0176)			
Fully furloughed	-0.0720*** (0.0140)			
Key worker		0.0232*** (0.00789)		0.0200** (0.00803)
WFH 2 days a week or less			-0.0352*** (0.0124)	-0.0353*** (0.0125)
WFH more than 2 days a week			-0.0260*** (0.00949)	-0.0206** (0.00973)
Constant	0.663*** (0.0449)	0.645*** (0.0464)	0.678*** (0.0452)	0.660*** (0.0467)
Observations	5,847	5,721	5,847	5,721
R-squared	0.105	0.101	0.099	0.103

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 20: OLS regression: Underwork sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	-0.0519*** (0.0194)			
Fully furloughed	-0.0216 (0.0148)			
Key worker		0.00574 (0.00718)		0.00907 (0.00730)
WFH 2 days a week or less			-0.0180 (0.0122)	-0.0161 (0.0122)
WFH more than 2 days a week			0.0151* (0.00803)	0.0166** (0.00829)
Constant	0.911*** (0.0374)	0.902*** (0.0387)	0.903*** (0.0381)	0.891*** (0.0395)
Observations	5,853	5,727	5,853	5,727
R-squared	0.057	0.054	0.056	0.057

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

6 Work–life balance

Table 21: Work–life balance index scores, by industry

	WLB index	Balance sub-index	HR practice sub-index	Hours sub-index
Primary industries	0.60	0.63	0.63	0.54
Manufacturing	0.56	0.70	0.52	0.46
Waste management	*	*	*	*
Utilities	0.55	0.66	0.56	0.43
Construction	0.57	0.66	0.61	0.43
Retail	0.56	0.70	0.45	0.52
Hospitality	0.56	0.70	0.43	0.57
Transport and storage	0.51	0.70	0.37	0.46
Information and communication	0.62	0.67	0.66	0.54
Finance and insurance	0.59	0.66	0.63	0.49
Real estate activities	0.60	0.68	0.63	0.48
Professional, scientific and technical	0.58	0.62	0.62	0.50
Arts, entertainment and recreation	0.63	0.65	0.67	0.56
Public administration and defence	0.62	0.68	0.68	0.49
Emergency services	0.56	0.69	0.54	0.45
Education	0.55	0.63	0.52	0.49
Health and social work	0.55	0.67	0.49	0.50
Charity/membership organisation	0.64	0.68	0.68	0.56
Other	0.61	0.69	0.59	0.56

Table 22: Index scores, by occupational class

	Work–life balance index	Balance sub-index	HR practice sub-index	Hours sub-index
Higher managerial and professional	0.58	0.63	0.64	0.46
N	1,671	1,671	1,666	1,671
Lower managerial and professional	0.58	0.66	0.58	0.49
N	1,799	1,798	1,796	1,799
Intermediate occupations	0.58	0.70	0.52	0.52
N	979	979	977	979

Small employers and own-accounts	0.66	0.69	0.73	0.57
N	338	337	337	338
Lower supervisory and technical	0.51	0.67	0.41	0.46
N	264	264	264	264
Semi-routine occupations	0.54	0.71	0.35	0.56
N	582	582	582	582
Routine occupations	0.54	0.73	0.33	0.55
N	400	400	399	400
Total	0.57	0.67	0.54	0.50
N	6,033	6,031	6,021	6,033

Table 23: Index scores, by key worker status

		N	mean
WLB index	Key worker	2,597	0.53
	Non-key worker	3,509	0.61
Balance sub-index	Key worker	2,595	0.67
	Non-key worker	3,508	0.68
HR practice sub-index	Key worker	2,592	0.46
	Non-key worker	3,498	0.61
Hours sub-index	Key worker	2,597	0.47
	Non-key worker	3,509	0.53

In this section we again explored whether there was an association between different dimensions of how COVID-19 has changed the nature of work and the work–life balance index. Table 24 reports a set of regression models which explore this.

Table 24: OLS regression: Work–life balance index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0113 (0.0128)			
Fully furloughed	-0.0233** (0.0116)			
Key worker		-0.0671*** (0.00661)		-0.0528*** (0.00663)
WFH 2 days a week or less			0.0448*** (0.0106)	0.0395*** (0.0105)
WFH more than 2 days a week			0.0944*** (0.00772)	0.0807*** (0.00788)
Constant	0.566*** (0.0331)	0.601*** (0.0340)	0.505*** (0.0325)	0.542*** (0.0336)
Observations	5,853	5,727	5,853	5,727
R-squared	0.071	0.090	0.099	0.111

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 25: OLS regression: Balance sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0128 (0.0154)			
Fully furloughed	-0.0115 (0.0133)			
Key worker		-0.0276*** (0.00723)		-0.0341*** (0.00738)
WFH 2 days a week or less			-0.0310*** (0.0115)	-0.0337*** (0.0116)
WFH more than 2 days a week			-0.0303*** (0.00842)	-0.0378*** (0.00871)
Constant	0.584*** (0.0370)	0.600*** (0.0383)	0.603*** (0.0376)	0.628*** (0.0392)
Observations	5,851	5,725	5,851	5,725
R-squared	0.075	0.077	0.078	0.081

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 26: OLS regression: HR practice sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0146 (0.0194)			
Fully furloughed	-0.0418** (0.0174)			
Key worker		-0.0983*** (0.00934)		-0.0600*** (0.00906)
WFH 2 days a week or less			0.150*** (0.0149)	0.145*** (0.0150)
WFH more than 2 days a week			0.236*** (0.0106)	0.220*** (0.0110)
Constant	0.551*** (0.0435)	0.612*** (0.0436)	0.398*** (0.0423)	0.452*** (0.0426)
Observations	5,845	5,719	5,845	5,719
R-squared	0.223	0.243	0.305	0.313

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 27: OLS regression: Hours sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.00613 (0.0232)			
Fully furloughed	-0.0179 (0.0189)			
Key worker		-0.0760*** (0.0117)		-0.0649*** (0.0118)
WFH 2 days a week or less			0.0159 (0.0180)	0.00743 (0.0180)
WFH more than 2 days a week			0.0787*** (0.0135)	0.0608*** (0.0139)
Constant	0.563*** (0.0585)	0.590*** (0.0594)	0.513*** (0.0585)	0.547*** (0.0597)
Observations	5,853	5,727	5,853	5,727
R-squared	0.045	0.054	0.052	0.058

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

7 Relationships at work

Table 28: Relationships at work index and sub-index scores, by year

	Relationships at work index	Relationships sub-index	Psychological safety sub-index	Line management sub-index
2018	0.700	0.795	0.653	0.652
2019	0.713	0.773	0.660	0.662
2020	0.711	0.776	0.660	0.655
2021	0.725	0.775	0.680	0.683

Table 29: Relationships at work index score, by organisation size

Number of employees:	2018	2019	2020	2021
< 10	0.759	0.777	0.793	0.779
10–49	0.695	0.695	0.703	0.711
50–249	0.691	0.699	0.689	0.708
250+	0.692	0.688	0.683	0.704

Table 30: Relationships at work index score, by key worker status

	Relationships index	Relationships sub-index	Psychological safety sub-index	Line management sub-index
Key worker	0.70	0.77	0.66	0.67
N	2,586	2,475	2,423	2,361
Non-key worker	0.74	0.78	0.70	0.70
N	3,464	3,390	2,834	2,748
Total	0.72	0.78	0.68	0.68
N	6,050	5,865	5,257	5,109

Table 31: Relationships at work index score, by furlough status

	Relationships at work index	Relationships with others	Psychological safety	Line management relations
Furloughed full-time	0.70	0.78	0.64	0.65
N	454	440	427	407
Furloughed, but working < 8 hours a week	0.70	0.76	0.63	0.67
N	103	99	94	84
Furloughed, but working > 8 hours a week	0.74	0.77	0.72	0.72
N	159	153	148	142
Not furloughed	0.73	0.78	0.69	0.69
N	5,477	5,309	4,710	4,590
Total	0.72	0.78	0.68	0.68
N	6,193	6,001	5,379	5,223

Tables 32–35 report some regression results exploring the link between different features of the COVID-19 labour market on the relationships index.

Table 32: OLS regression: Relationships at work index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0117 (0.0127)			
Fully furloughed	-0.0210* (0.0116)			
Key worker		-0.0149** (0.00614)		-0.00929 (0.00628)
WFH 2 days a week or less			0.0194** (0.00951)	0.0174* (0.00961)
WFH more than 2 days a week			0.0331*** (0.00672)	0.0319*** (0.00699)
Constant	0.722*** (0.0262)	0.724*** (0.0262)	0.700*** (0.0265)	0.701*** (0.0269)
Observations	5,816	5,691	5,816	5,691
R-squared	0.064	0.064	0.067	0.069

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 33: OLS regression: Relationships sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed		0.00107 (0.0121)		
Fully furloughed		0.00270 (0.0102)		
Key worker		0.00422 (0.00565)		0.00553 (0.00578)
WFH 2 days a week or less			0.00850 (0.00868)	0.00714 (0.00875)
WFH more than 2 days a week			0.00554 (0.00616)	0.00773 (0.00639)
Constant		0.742*** (0.0269)	0.735*** (0.0268)	0.739*** (0.0273)
Observations		5,649	5,529	5,649
R-squared		0.044	0.044	0.044

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 34: OLS regression: Psychological safety sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0148 (0.0162)			
Fully furloughed	-0.0320** (0.0160)			
Key worker		-0.0306*** (0.00838)		-0.0249*** (0.00858)
WFH 2 days a week or less			0.0184 (0.0132)	0.0137 (0.0133)
WFH more than 2 days a week			0.0388*** (0.00970)	0.0343*** (0.0101)
Constant	0.673*** (0.0426)	0.681*** (0.0428)	0.648*** (0.0428)	0.658*** (0.0434)
Observations	5,134	5,023	5,134	5,023
R-squared	0.040	0.042	0.042	0.045

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 35: OLS regression: Line management sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0176 (0.0166)			
Fully furloughed	-0.0214 (0.0160)			
Key worker		-0.0154* (0.00880)		-0.00487 (0.00895)
WFH 2 days a week or less			0.0378*** (0.0139)	0.0377*** (0.0141)
WFH more than 2 days a week			0.0654*** (0.00972)	0.0657*** (0.0100)
Constant	0.778*** (0.0414)	0.779*** (0.0429)	0.739*** (0.0410)	0.737*** (0.0427)
Observations	4,953	4,849	4,953	4,849
R-squared	0.034	0.034	0.044	0.045

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

8 Employee voice

Table 36: Voice channels, by organisational type

Which, if any, of the following channels do you have at your workplace to express your views to senior management?	Private sector	Public sector	Third/voluntary sector
Trade union	11.8%	48.2%	19.6%
Non-union staff association or consultation committee	3.7%	8.0%	10.0%
Employee survey	36.2%	60.3%	52.6%
Online forum or chat room for employees (ie an enterprise social network, such as Yammer)	12.9%	16.5%	19.0%
Employee focus groups	10.7%	15.4%	17.0%
One-to-one meetings with your line manager	53.9%	67.1%	71.7%
Team meetings	44.1%	65.8%	70.8%
All-department or all-organisation meetings	20.5%	30.8%	39.3%
Other	2.5%	2.0%	2.3%
None of the above	22.9%	7.1%	7.8%
N	3,842	935	343

Tables 37–40 report some regression results exploring the link between different features of the COVID-19 labour market and the employee voice index.

Table 37: OLS regression: Employee voice index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	-5.10e-05 (0.0144)			
Fully furloughed	-0.00925 (0.0117)			
Key worker		0.0380*** (0.00675)		0.0449*** (0.00682)
WFH 2 days a week or less			0.0374*** (0.0104)	0.0433*** (0.0104)
WFH more than 2 days a week			0.0295*** (0.00742)	0.0411*** (0.00763)
Constant	0.290*** (0.0297)	0.269*** (0.0304)	0.270*** (0.0298)	0.238*** (0.0308)
Observations	5,853	5,727	5,853	5,727
R-squared	0.222	0.227	0.225	0.232

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 38: OLS regression: Direct voice channel sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	-0.0786*** (0.0154)			
Fully furloughed	-0.0589*** (0.0138)			
Key worker		0.0548*** (0.00859)		0.0697*** (0.00869)
WFH 2 days a week or less			0.0239* (0.0128)	0.0306** (0.0129)
WFH more than 2 days a week			0.0677*** (0.00927)	0.0828*** (0.00951)
Constant	0.150*** (0.0333)	0.132*** (0.0345)	0.106*** (0.0339)	0.0725** (0.0352)
Observations	5,853	5,727	5,853	5,727
R-squared	0.199	0.199	0.202	0.210

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 39: OLS regression: Indirect voice channel sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	-0.0341*** (0.0118)			
Fully furloughed	-0.0507*** (0.0100)			
Key worker		0.0684*** (0.00730)		0.0722*** (0.00741)
WFH 2 days a week or less			0.0105 (0.0116)	0.0199* (0.0117)
WFH more than 2 days a week			0.00508 (0.00755)	0.0222*** (0.00771)
Constant	-0.0326 (0.0228)	-0.0742*** (0.0225)	-0.0389* (0.0235)	-0.0907*** (0.0235)
Observations	5,853	5,727	5,853	5,727
R-squared	0.187	0.198	0.183	0.199

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 40: OLS regression: Management openness voice channel sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0563** (0.0243)			
Fully furloughed	0.0363* (0.0190)			
Key worker		0.0144 (0.0104)		0.0189* (0.0105)
WFH 2 days a week or less			0.0575*** (0.0155)	0.0614*** (0.0155)
WFH more than 2 days a week			0.0226* (0.0117)	0.0297** (0.0120)
Constant	0.522*** (0.0510)	0.509*** (0.0523)	0.506*** (0.0516)	0.485*** (0.0528)
Observations	5,853	5,727	5,853	5,727
R-squared	0.168	0.168	0.168	0.171

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

9 Health and wellbeing

Table 41: Health and wellbeing index scores, by industry

Industry	Mental health	Physical health	Health and wellbeing index	
Primary industries	0.66	0.54	0.60	74
Manufacturing	0.62	0.57	0.59	436
Waste management	*	*	*	7
Utilities	0.58	0.54	0.56	97
Construction	0.62	0.55	0.59	319
Retail	0.59	0.53	0.56	710
Hospitality	0.59	0.58	0.59	245
Transport and storage	0.63	0.54	0.58	287
Information and communication	0.60	0.53	0.57	682
Finance and insurance	0.60	0.55	0.57	407
Real estate activities	0.62	0.57	0.60	66
Professional, scientific and technical	0.56	0.53	0.55	511
Arts, entertainment and recreation	0.60	0.58	0.59	128
Public administration and defence	0.58	0.54	0.56	381
Emergency services	0.58	0.55	0.56	65
Education	0.57	0.54	0.55	521
Health and social work	0.57	0.54	0.56	589
Charity/membership organisation	0.60	0.54	0.57	201
Other	0.63	0.56	0.59	530

Table 42: Health and wellbeing index scores, by sex

		Mental health	Physical health	Health and wellbeing index
2020	Female	0.59	0.52	0.55
	Male	0.61	0.55	0.58
2021	Female	0.58	0.53	0.56
	Male	0.61	0.55	0.58

Table 43: Health and wellbeing index scores, by age

	Mental health		Physical health		Health and wellbeing index	
	2020	2021	2020	2021	2020	2021
18–24	0.54	0.50	0.54	0.54	0.54	0.52
25–34	0.54	0.53	0.53	0.54	0.54	0.53
35–44	0.55	0.57	0.53	0.55	0.54	0.56
45–54	0.58	0.59	0.52	0.54	0.55	0.57
55+	0.66	0.66	0.54	0.55	0.60	0.61

Tables 44–46 report some regression results exploring the link between different features of the COVID-19 labour market and the health and wellbeing index.

Table 44: OLS regression: Health and wellbeing index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0228* (0.0128)			
Fully furloughed	0.00443 (0.0114)			
Key worker		-0.0211*** (0.00621)		-0.0245*** (0.00639)
WFH 2 days a week or less			0.00706 (0.00971)	0.00432 (0.00985)
WFH more than 2 days a week			-0.0121* (0.00705)	-0.0183** (0.00733)
Constant	0.577*** (0.0311)	0.587*** (0.0317)	0.584*** (0.0316)	0.600*** (0.0323)
Observations	5,853	5,727	5,853	5,727
R-squared	0.046	0.048	0.047	0.050

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 45: OLS regression: Physical health sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0214 (0.0148)			
Fully furloughed	0.0231* (0.0126)			
Key worker		-0.0244*** (0.00717)		-0.0287*** (0.00734)
WFH 2 days a week or less			0.0203* (0.0110)	0.0167 (0.0111)
WFH more than 2 days a week			-0.0136* (0.00815)	-0.0219*** (0.00844)
Constant	0.568*** (0.0385)	0.575*** (0.0389)	0.576*** (0.0388)	0.590*** (0.0393)
Observations	5,853	5,727	5,853	5,727
R-squared	0.017	0.019	0.018	0.022

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

Table 46: OLS regression: Mental health sub-index

	(1) Model 1	(2) Model 2	(3) Model 3	(4) Model 4
Partially furloughed	0.0241 (0.0152)			
Fully furloughed	-0.0143 (0.0142)			
Key worker		-0.0177** (0.00736)		-0.0203*** (0.00760)
WFH 2 days a week or less			-0.00620 (0.0116)	-0.00809 (0.0118)
WFH more than 2 days a week			-0.0107 (0.00826)	-0.0146* (0.00860)
Constant	0.586*** (0.0343)	0.599*** (0.0349)	0.592*** (0.0351)	0.610*** (0.0358)
Observations	5,853	5,727	5,853	5,727
R-squared	0.081	0.081	0.081	0.082

Robust standard errors in parentheses *** p<0.01, ** p<0.05, * p<0.1

Each regression includes the following control variables: gender, age, education, NS-SEC class, organisational tenure, organisational sector and industry.

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