



INCOME SECURITY POLICY

Definition

Income security is about having an adequate income, enough to live on so that people can feel that they are able to meet current needs and have some capacity to cover infrequent or unanticipated costs, and to perhaps save for future needs.

Our benefits system exists to provide a financial safety net for people during times of need - whether to support those in low-paid work or who are unemployed, parents who need additional help with bringing up children, or disabled people who may face higher living costs.

The facts

4.5 million people in England and Wales are in some form of insecure work.

Just over 2.3 million people work variable shift patterns and 1.1 million work on temporary Contracts. 800,000 people work on either zero hours or agency contracts

People in insecure jobs are more likely to earn less money and work longer hours

The numbers of people in insecure work have remained fairly constant since 2011 and have not fallen back to pre-recession levels. So despite record employment rates, the persistence of insecure work leaves many households at continued risk of economic shocks and unable to plan for the future.

Our Vision

With the endurance of insecure work at a time when record numbers of people are in employment, income insecurity is likely to remain a feature of the labour market in the coming years.

People tell us feeling insecure at work means they find it difficult to plan ahead and manage their finances, this affects confidence about maintaining their quality of life. DCS and XANDER

RECRUITMENT GROUP LTD has recently looked at a number of employment issues such as balancing flexibility and security in non-traditional employment contracts, the problems associated with bogus self-employment and inadequate job adverts.

We now turn our attention to a programme of work which looks closely at income security in the labour market, welfare and health policy. We will be looking at minimising the impact this has on people's lives and what our Company, Our Client and our Stakeholders can do.

Alex Stockley - Managing Director – XANDER RECRUITMENT GROUP LTD

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