



**Middlesex  
University**

# **RESEARCH INTO THE POTENTIAL TAKE UP OF SLIVERS OF TIME WORKING**

**Conducted on behalf of London Borough of Newham  
by the School of Health and Social Sciences,  
Middlesex University**

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## EXECUTIVE SUMMARY

- Just over 68% of the survey population would be interested in being able to participate in Slivers of Time Working. It should be noted that this level of interest is dependent upon a level of knowledge of this way of working that is likely to be quite limited.
- The profile of those interested in Slivers of Time working would appear to be young (16-24) and male, although there was also evidence of interest among those approaching retirement.
- Those who live on their own do not appear to be more interested in Slivers of Time working as a consequence.
- Clearly, those with no qualifications feel that Slivers of Time working is not for them, despite it being thought to be particularly suitable for unskilled work.
- Some 32% of the survey population were either not interested (15.2%) in Slivers of Time working or were not sure (16.6%). This group were asked their reasons for lack of interest and the most common of these (given by almost 16%) was a need to know more about the scheme.
- Over 75% of those expressing an interest in Slivers of Time Working indicated that they did not know how much money could be earned in a week before means tested benefit entitlements are effected. This is quite high and interest in Slivers of Time Working could well reduce substantially upon realisation that a single person can only retain £5 of any earnings without an effect on their level of benefit.
- Level of interest in Slivers of Time working does not appear to vary between ethnic groups.
- The survey suggests there is a capacity for Slivers of Time Working. Over 82% of those interested in working in this way say they have spare hours.
- Government support and promotion for Slivers of Time working would facilitate greater willingness to be involved among those already interested in working this way.
- Over 75% of those interested in Slivers of Time working think that such a scheme would be of benefit to individuals in their neighbourhood.
- In Newham office and retail work would appear to be the important and popular areas of a Slivers of Time working focus. It is where those who are currently in paid work are working and where those who are seeking paid work would like to work.
- There is evidence of lack of awareness of what can be earned before benefits income is affected.
- There is also a lack of interest or perhaps understanding among research participants of ways in which government can enable working whilst receiving benefits.
- Existing access to computers and the internet would appear to generate greater interest in Slivers of Time working but not significantly above those who do not have access to computers and the internet.

# **INTRODUCTION**

This report provides an examination of the potential market for Slivers of Time working based upon a survey conducted in the London Borough of Newham by Middlesex University in collaboration with Centre for Innovations and Partnership (CIP) at Newham College of Further Education (NCFE). The research was commissioned by the London Borough of Newham using grant funding from the ODPM under their Round 2 e-innovations programme. Slivers of Time working is “an internet-based scheme designed to allow under-employed people to sell chunks of their time to employers” which has been “created to provide a marketplace that matches employers’ needs for flexible working with people who need to work irregular hours.” (Campbell, 2006)

The research fieldwork was conducted between November 2005 and January 2006.

# **RESEARCH DESIGN**

## **Introduction**

In agreement with the beneficiary organisation, Slivers of Time Ltd, the market potential for Slivers of Time Working was to be examined through a street level survey of working age residents of the London Borough of Newham.

The survey would proceed via the construction of a questionnaire administered by interviewers recruited and employed through the student body by CIP’s New Dimensions project ‘Earn as you Learn’. A sub-contract from Middlesex University was let to NFCE so that both field interviews and data entry would be undertaken by the College. Training sessions were established to familiarise and brief the recruited interviewers.

It was felt that a target of 500 interviews over the 2 month period should be the minimum to derive an analysis of the potential market. The NFCE interviewers managed to achieve well in excess of that target, concluding 1,054 interviews. Following quality checks and data cleaning a number of completed survey forms were considered incomplete and rejected for coding and input. Nevertheless, 948 survey responses (90% of the total collected) were included on the data base and utilised as the sample population for this survey.

## **Questionnaire Design**

The questionnaire was designed to provide data allowing an examination of relevant attitudes to work, and potential interest in Slivers of Time working with particular respect to whether respondents are in paid work, are seeking work or are economically inactive and not seeking paid work. In addition the opportunity was taken to collect information on benefit receipt, domestic responsibilities, qualifications and use of ICT. The final survey form is attached as Appendix 1.

The major risk factor was identified by MU staff as the absence in the research population of any firm idea (on the basis of publicly available information) of what Slivers of Time actually is, apart from the information provided at interview.

## **Field Staff**

Some 50 Interviewers were employed by the Earn as you Learn project. They were inducted, provided with a day’s training and instructed to seek street interviews initially by canvassing in

shopping centres and other locations of public assembly in the Borough. After the completion of around 200 interviews, completed surveys were checked and contrasted to the sample frame that had been constructed. The interviewers were then asked to focus upon where the survey was not reaching certain target groups and characteristics featured in the sample frame. Subsequent interviews would target the “harder to reach” categories so that the survey would as near as possible resemble the sample frame (see below).

## Sample Frame

### Introduction:

This sample frame to establish a representative sample of (initially) 500 Newham residents of working age (16-64 years) suitable for research into the potential of Slivers of Time working draws from a range of data and publications. The Accenture Report conducted for NEMS Slivers of Time in 2005, the Office of National Statistics web site ([www.statistics.gov.uk](http://www.statistics.gov.uk)), the NOMIS web site of labour market information ([www.nomisweb.co.uk](http://www.nomisweb.co.uk)), and the Department of Work and Pensions for information on claimant rates for various benefits ([www.dwp.gov.uk](http://www.dwp.gov.uk)) have been used to construct the frame.

### Population and Gender:

At the census of 2001 the population of Newham was **243,891**. The mid year estimate for 2003 calculates a figure of 250,600. At the Census 49% of the population were male and 51% female. If however we take the working age population (16-65 for males and 16-59 for females) which for Newham on a NOMIS mid-year estimate for 2004 was 162,700 of the population, of these 85,500 were male and 77,200 female. This gives us a percentage split of 52% male and 48% female.

### Population and Age:

The age band profile of Newham at 2003 (mid-year estimate of a population of 250,600) is produced as Table 1.

AGE BAND	PERCENTAGE
0-14	23.2%
15-24	16.6
25-39	28.2
40-64	23.6
6-74	4.8
75+	3.7

*Table 1: Age Band Profile Newham -2003 Mid-year estimate (ONS)*

Given that our survey is only of the working age population (16-65 for males and 16-59 for females) of Newham then we can estimate that to be representative of the borough population at least 24% (120) of those sampled should fall in the 16-24 age bracket, 41% (205) in the 25-39 band and 34% (170) in the 40 to 64 age band.

### Population and Ethnicity:

At the 2001 Census the percentage of the total population in each ethnic group was as Table 2.

ETHNIC GROUP	PERCENTAGE OF POPULATION
White	39.4%
White British	33.7%
White Irish	1.3%
Other White	4.3%
Mixed	3.3%
White and Black Caribbean	1.2%
White and Black African	0.6%
White and Asian	0.6%
Other Mixed	0.8%
Asian or Asian British	32.5%
Indian	12.1%
Pakistani	8.4%
Bangladeshi	8.8%
Other Asian	3.1%
Black or Black British	21.5%
Caribbean	7.3%
African	13.1%
Other Black	1.1%
Chinese or Other Ethnic Group	3.1%
Chinese	1.0%
Other Ethnic Group	2.1%

Table 2: Ethnic Group breakdown of total population (ONS, Census 2001)

However, the ethnic composition of Newham varies considerably when age structure is taken into account and this needs to be an issue for adjustment in the sample frame due to the survey sample being of Newham residents of working age (16 – 59 for women and 16-65 for men). The Newham Household Panel Survey (NHPS) commissioned by the London Borough of Newham (Buck, et al 2003) shows the extent of variation of the age profile.

Ethnic Group	0-14	15-29	30-44	45-59	60+
White-British	16.1	19.7	21.7	16.8	25.7
Other White	20.1	35.8	27.1	12.2	4.8
Indian	22.0	28.6	24.3	16.7	8.5
Pakistani	33.3	32.9	20.4	8.0	5.3
Bangladeshi	36.0	29.0	21.3	8.0	5.7
Other Asian	20.4	26.4	27.9	20.4	5.0
Black Caribbean	27.6	19.6	32.4	8.0	12.4
Black African	35.2	27.0	25.7	8.1	3.9
Other (Inc. Mixed)	45.3	23.0	15.8	11.5	4.3
ALL	25.8	25.6	23.8	13.0	11.8

Table 3: Age Band breakdown among Ethnic Groups NHPS (Buck et al, 2003)

In order to adjust for the sample frame, the ethnic group breakdown of the ONS 2003 mid-year estimate of the total population (250,600) was recalculated using the percentages from the NHPS above and deducting the recalculated proportions of the 0-14 and 60+ age bands for each ethnic group.

Using the ethnic groupings of the NHPS meant further adjustments, but produced the contrasts in the Table 4 between an estimated ethnic breakdown of the working age population and that produced by the 2001 Census.

Total Population 2001 Census	ETHNIC GROUP	Working Age Population – NHPS
33.7%	White British	32.3%
4.3%	Other White	5.4%
12.1%	Indian	13.8%
8.4%	Pakistani	8.5%
8.8%	Bangladeshi	8.4%
3.1%	Other Asian	3.8%
7.3%	Black Caribbean	7.2%
13.1%	Black African	13.1%
8.8%	Other (inc. Mixed)	7.3%

Table 4: Contrast between Ethnic breakdown of working age and total population Newham

As can be seen from the table apart from the Indian and Other ethnic groups there is very little variance between the two breakdowns, and it would appear that over-representation of the White British population in the largely retired age group (60+) is compensated in the working age group by over representation of all other ethnic groups in the child age range group (0-14). It is proposed therefore that the percentages for ethnicity produced by the 2001 Census (rounded to whole numbers) should be used in the Survey Sample Frame in order to retain the finer grained distinctions of the census as replicated in the survey questionnaire.

#### **Employment Status:**

The most recent figures for the Newham labour market are from NOMIS and are drawn from the annual population survey April 2004-Mar 2005. These indicate a working population of 156,400 of which 60.7% are economically active (which includes those who are unemployed but actively seeking work – 9.4% of the economically active, but 5.6% of the working age population as a whole) and 39.3% are economically inactive. Of the economically inactive working age population of 61,500, there are 11,800 wanting a job (7.5% of the working age population) and 49,700 not wanting a job (31.8% of the working age population). Of those economically active and in paid work (54% of the working age population) the NOMIS figures for 2004-5 indicate that over two thirds (71%) would be in full time work and almost a third (29%) in part-time work. Of the total working age population we would therefore anticipate that 38% are in full time work and 16% work part-time.

The impact for our sample frame is that we would anticipate that 13% of the working age population are at present **not in employment but seeking paid work** (i.e. 5.6% unemployed and 7.5% of the economically inactive), which equates to 53 of the sample of 500. There would be 54% in some kind of **paid work**, which equates to 270 of our sample of 500, of which 80 would be **part-time** (under 30 hours per week). This means that we would anticipate that 33% (or 165 of our sample) would be **neither in paid work nor seeking paid work**. The rate for **self-employment** in the NOMIS figures for 2003-4 stands at 8.1% of the working age population, which equates to 40.

In Newham 13% of the resident population aged between 16 and 74 were school pupils or full-time **students** at the Census in 2001. This is over double the national rate for the time of 5%. Students are considered to be a strong potential source of Slivers-of-Time labour and we should therefore target at least 13% (65) of the sample frame upon them, even though many full time students may not do any paid work. This is especially the case since we do not have equivalent figures for part-time students, who are usually more likely to be engaged in paid work. Although it is noted that the introduction of full fees for students in Higher Education is likely to lead to more students seeking paid work whilst studying.

The Accenture report (2005) suggests that many full time paid workers are probably working at full capacity and would therefore not be potential candidates for Slivers-of-Time working. However,

since those in full time paid work (which even in a fairly deprived area like Newham is still quite a high proportion of the working age population at 39%) will also include the full time self-employed, many students and casual / temporary workers who would be good candidates for Slivers-of-Time working, we propose to keep the 39% (190) target in the sample frame, but treat it as a maximum, whereas, the figures for the part-time employed, students and the self-employed we would treat as minimum figures, which could be exceeded in the sample at the expense of the full time target figure.

The figures for **Lone Parents**, another sector of the population considered as having good potential for Slivers-of-Time working, needs to be treated with caution because it is expressed as a proportion of households and not the working age population. Nevertheless, we consider that taking the proportion of Lone Parent households with dependent children as 11.9%, which produces a sample figure of 60, would seem to be representative but should be treated as a minimum target for reasons stated.

**Benefit Status:**

We draw here from the DWP figures for Newham local authority area as at August 2004. Using the 2001 Census working age population for Newham as a basis the DWP calculate a claimant rate for the working age population for different welfare benefits. The figure for **Job Seekers Allowance (JSA)** claimants is 4.47%. For the sample that means we should be including at least 22 JSA claimants.

The equivalent rate for **Income Support** claimants is 12.58% of the working age population and this would produce a target figure for our sample of at least 63.

**Incapacity Benefit** and **Severe Disablement Benefit** are examined together by the DWP, but we shall focus only on Incapacity Benefit (the majority of the 14,070 recipients in August 2004) since those receiving Severe Disablement Benefit would probably be unable to work. The claimant rate for the working age population calculated for Incapacity Benefit is 8.38%, which in terms of the sample would equate to 42 in number.



<b>SAMPLE FRAME FOR SLIVERS OF TIME SURVEY OF 500 RESIDENTS</b>				
<b>Characteristic</b>	<b>Percentage</b>		<b>Number to Survey</b>	
<b>Gender Profile</b>				
Gender – Male	52%		260	
Gender – Female	48%		240	
<b>Age Profile</b>				
Age - 16-24	24%		120	
25-39	41%		205	
40-64	38%		170	
<b>Ethnicity Profile</b>				
White - White British	39.3%	33.7%	195	168
White Irish		1.3%		6
Other White		4.3%		21
Mixed -White and Black Caribbean	3.2%	1.2%	16	6
White and Black African		0.6%		3
White and Asian		0.6%		3
Other Mixed		0.8%		4
Asian - Indian	32.4%	12.1%	162	61
Pakistani		8.4%		42
Bangladeshi		8.8%		44
Other Asian		3.1%		15
Black - Caribbean	25.5%	7.3%	107	37
African		13.1%		65
Other Black		1.1%		5
Other – Chinese	3.1%	1.0%	15	5
Other Ethnic Group		2.1%		10
<b>Employment Status Profile</b>				
In full time paid work (30+ hours)	39.0%		190 (maximum)	
In part-time paid work (under 30 hours)	16.0%		80 (minimum)	
Seeking paid work	13.0%		53 (minimum)	
Neither in paid work nor seeking paid work	33.0%		165 (minimum)	
Self-employed	8.1%		40 (minimum)	
Full-time Students	13.0%		65 (minimum)	
Lone Parents with dependent children	11.9%		60 (maximum)	
<b>Benefits</b>				
Job Seekers Allowance	4.47%		22 (minimum)	
Income Support	12.58%		63 (minimum)	
Incapacity Benefit	8.38%		42 (minimum)	

Table 5: The Sample Frame

# SURVEY FINDINGS

## Demographic Profile

The following section of the report constructs a demographic profile of the sampled survey population enabling contrasts to the Newham demographic profile as outlined in the section above. The sample frame was constructed as appropriate for the research survey in hand, namely with reference to examining the likely market for Slivers of Time working. Therefore certain features of the sample frame (e.g. age, ethnicity, employment, benefit receipt profiles) were exaggerated in comparison to the London Borough of Newham profile. Nevertheless, the demographic profile departs substantially from the sample frame.

## Age Structure

Table 6 indicates that the age structure of participants in the survey was heavily skewed towards younger people in the 16-24 age bracket (i.e. 51.4%). Research conducted for Slivers of Time Ltd indicates that younger, single people (particularly students and those without any care responsibilities) are likely to provide a fruitful source of Slivers of Time labour (Accenture, 2005). The over 40 age group are very under represented.

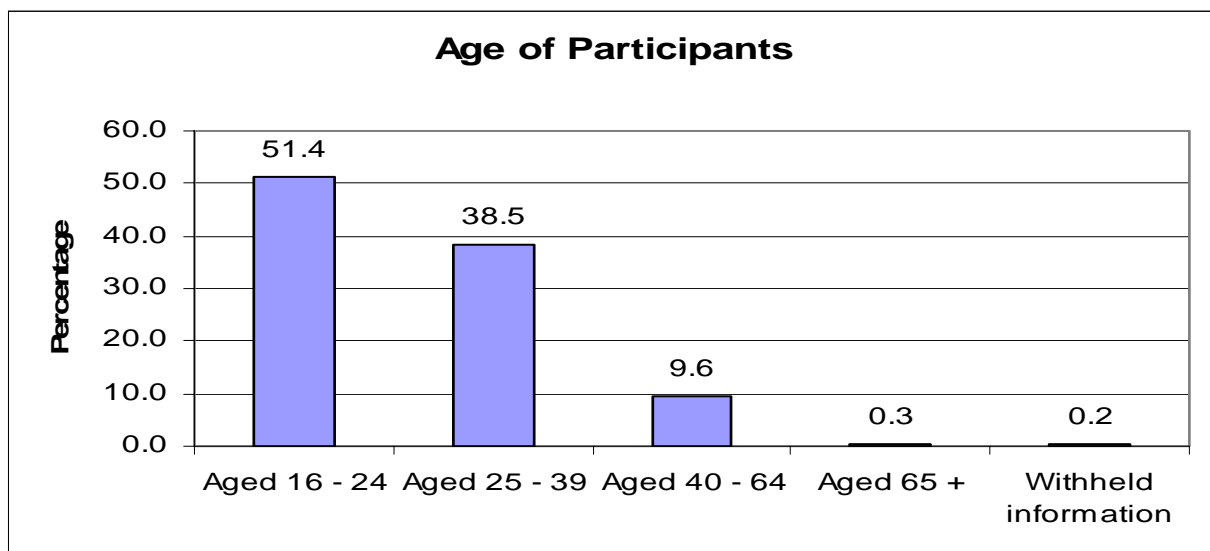


Table 6: Age Structure of Survey Participants

## Gender

The gender structure of the research sample is in contrast to that of the gender structure of the London Borough of Newham, with 51% of the participants being male (see Table 7) as opposed to 49% the borough population being male. This is not a significant variance however.

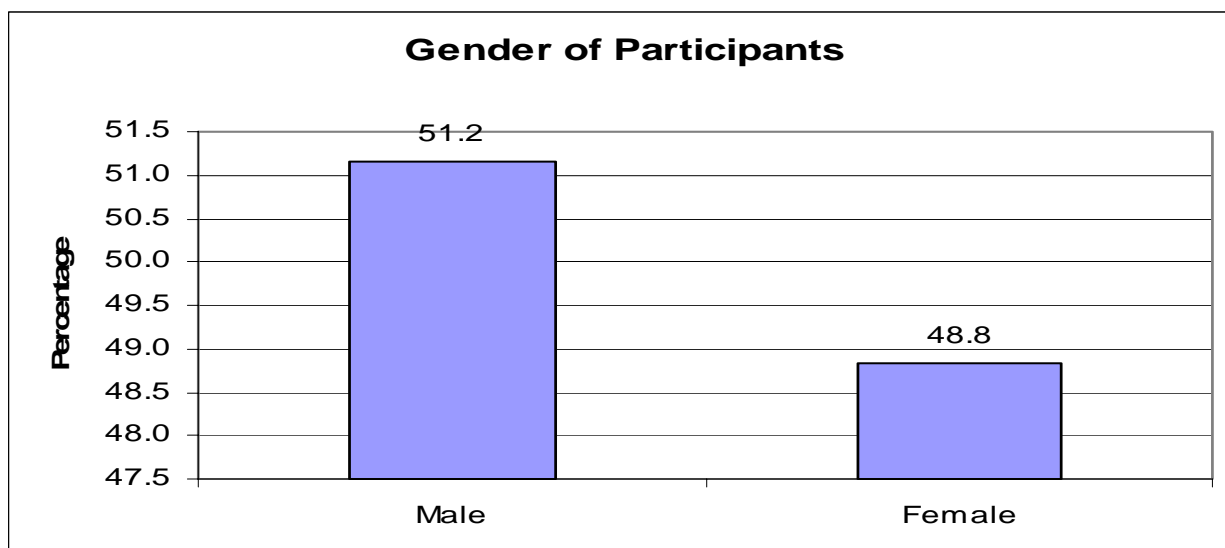


Table 7: Gender of Survey Participants

### Ethnicity Profile

The ethnic profile of survey participants has more representation from non-white ethnic groups than the profile for Newham borough as a whole. For instance, whereas the survey included just over 16% White British and had in total 25.5% people of white ethnic origin (see Table 8), the proportions in Newham are 33.7% and 39.4% respectively. To an extent this is due to the survey population being of a more youthful profile than that for the borough as a whole (e.g. ethnic minority groups are generally of a younger age profile than white ethnic groups). In terms of the balance in the survey profile between non-white ethnic groups, the Asian groups constitute 38.8% of the total survey population which is higher than that for Newham's population as a whole (i.e. 32.5%). The largest Asian sub-group in both the survey profile and Newham is in each case Asian Indian (12.1% and 10.9% of the total respectively). Similarly, whilst 30.4% of the survey population were of Black ethnicities, the corresponding proportion in Newham borough is much less at 21.5%. Again in each case the largest Black ethnic group are Black African comprising 18.5% and 13.1% of each population respectively.

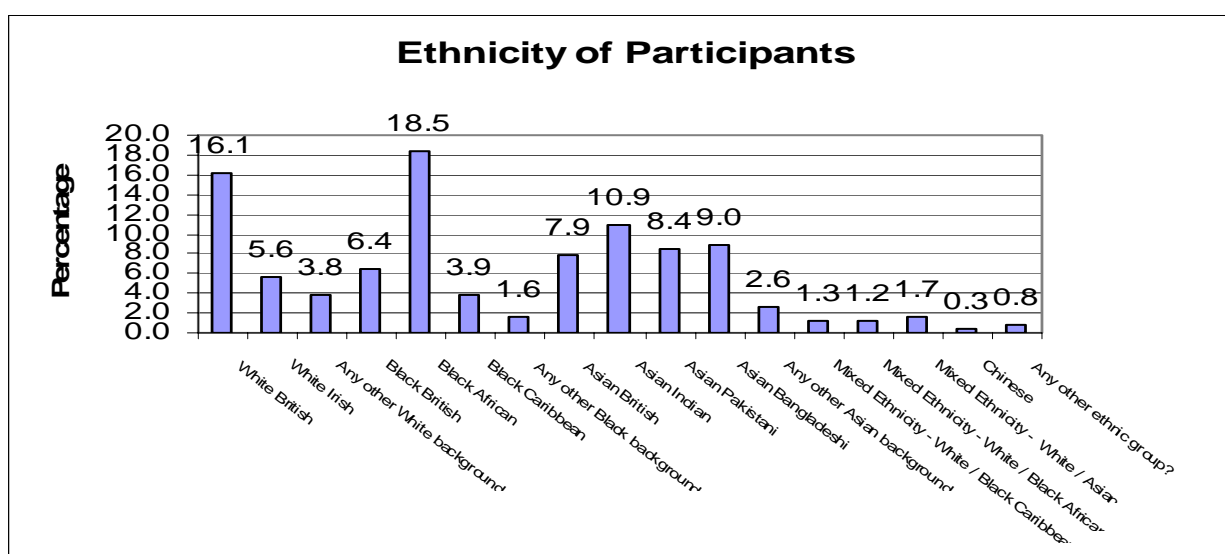


Table 8: Ethnicity of Survey Participants

## Social Profile

### Household Status

Of the survey population a significantly large 27% lived alone (see Table 9). This is significant in that propensity to work in Slivers of Time is likely to be higher for those who live alone and who are therefore more likely to make decisions to suit their own circumstances.

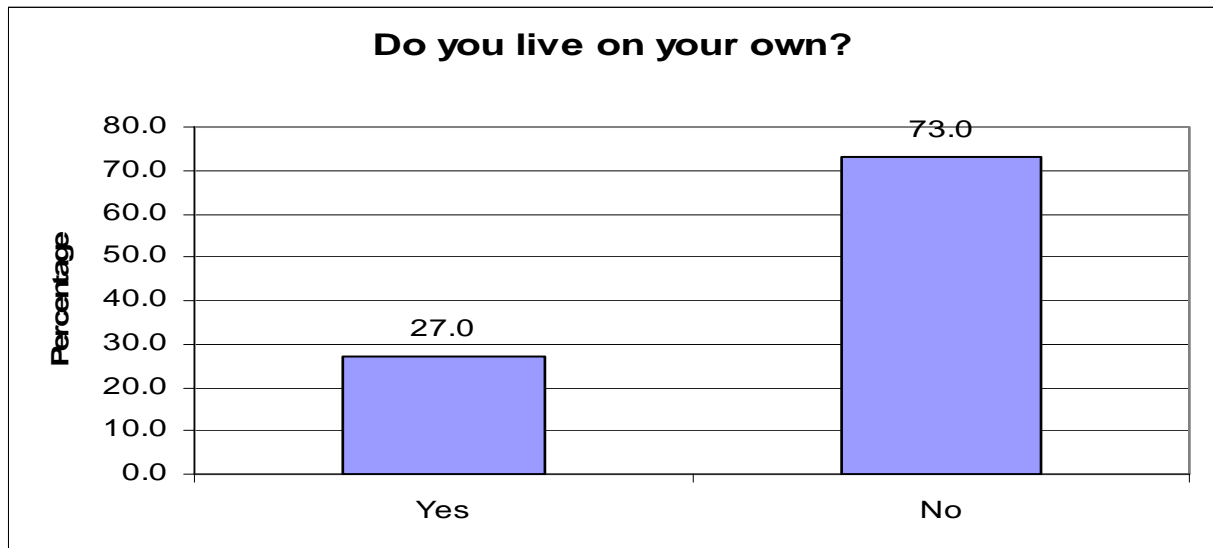


Table 9: Household Size of Survey Participants

### Responsibilities

In keeping with the survey demographic characteristics, a total of 45.9% of those surveyed indicated that they had responsibilities for other people (i.e. children, elders or others). The largest of these, as one would suspect, is the very large proportion of respondents who are responsible for children (27.6% see Table 10).

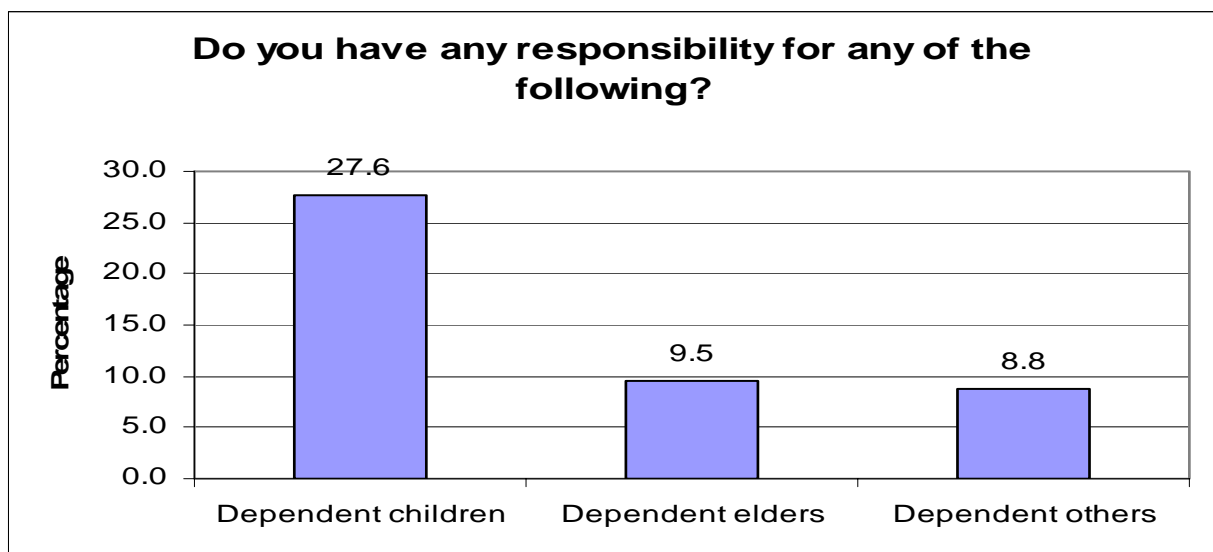


Table 10: Responsibilities of Survey Participants

## Receipt of Benefits

The most recent figures (2004) for the proportion of the working age population receiving Income Support and Job Seekers Allowance give figures of 12.58% and 4.47% respectively (see Sample Frame above). As can be seen in Table 11 the profile of the survey participants had higher representations from claimants of both these benefits, which, since benefit claimants might be suitable candidates for Slivers of Time working, would make such higher representation important to this research. Participation in the survey of claimants of incapacity benefit at 5% is however less than the rate for working age people in the borough in 2004 which was 8.38%. The percentage rate claiming housing benefit was 12.4% and this is less than the household rate of housing benefit claim for the London Borough of Newham in 2003/4 which stood at 40.2% (LBN, 2005). The difference is most likely due to the collection of data from individuals as opposed to households.

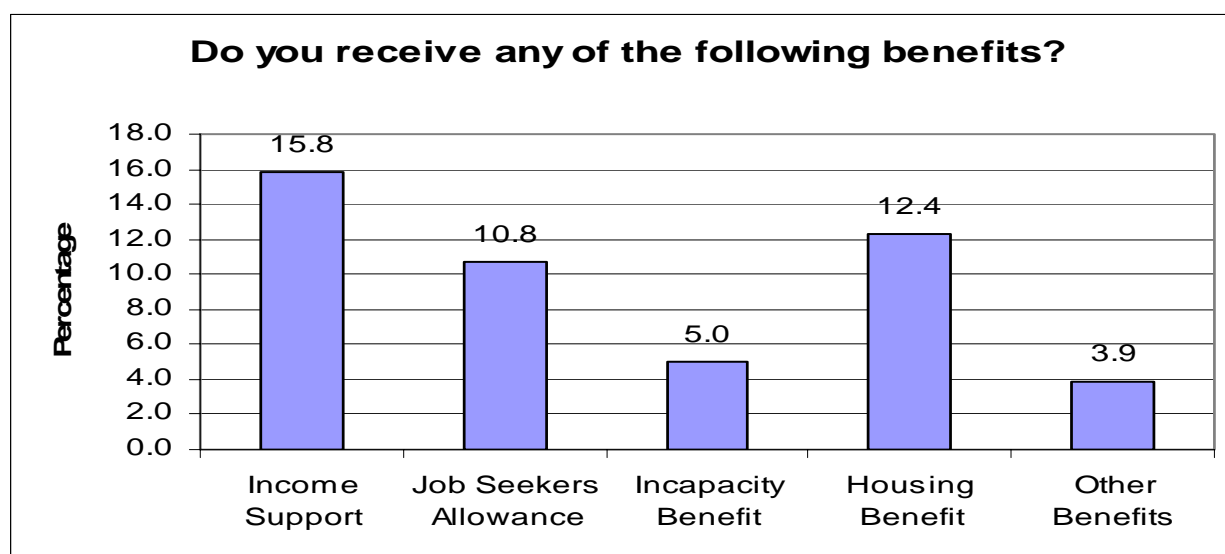


Table 11: Benefit Receipt and Survey Participants

## Qualifications

The data from the survey on the qualification profile of survey participants is reported in Table 12 below. How this data was collected means that survey participants could record themselves as having more than one type of qualification. The most useful figure here is the number of participants (9.2%) recording that they have no qualifications. This is significantly lower than that recorded in the Labour Force survey of 2003, which showed that 23.2% (compared to 13.9% in London as a whole) of the working age population had no qualifications. Indeed “larger proportions of men and women in Newham than elsewhere in Britain have no qualifications” (Taylor, 2005). The reason for this better than expected proportion of people with qualifications in the survey is probably due to the higher numbers of students taking part in the survey (of the 59% of the total survey population who were not actively seeking any paid work at present, over 45% were reported to be ‘busy with education’). It also reflects the relative youth of the age profile of the survey participants since as Taylor (2005) notes there were “in Newham large differences in educational attainment by age, ethnicity and place of birth”.

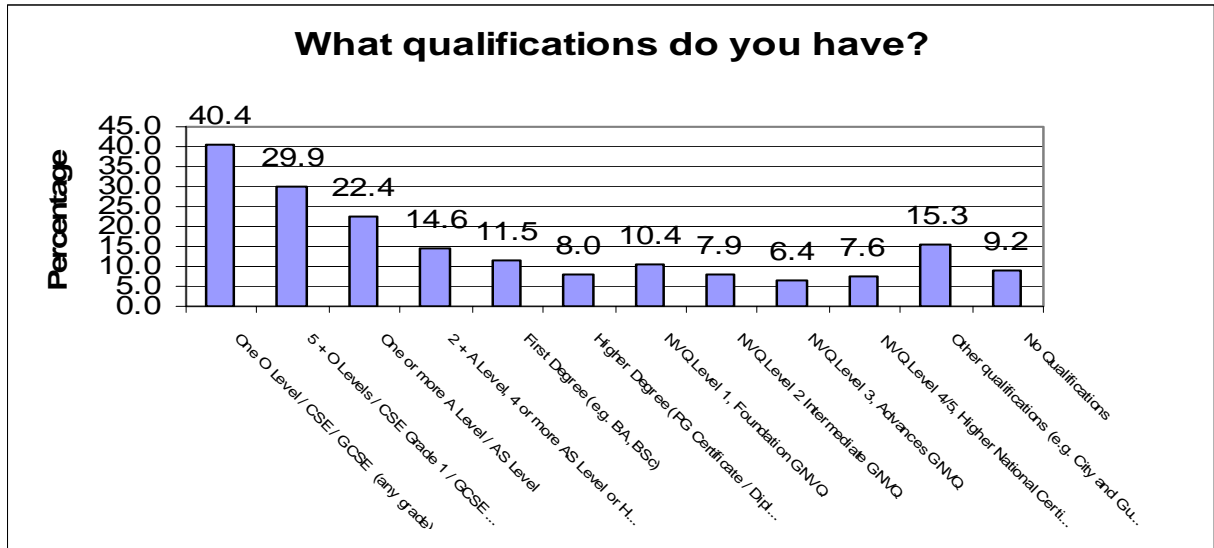


Table 12: Qualifications of Survey Participants

## Use of ICT

Very important to the potential take up of Slivers of Time working would be access to information and communication technology. Among the survey participants access to a mobile phone was very high at 88.7% of the sample (Table 13). Access to a computer at home was also high among the sample at 67.8% and this is higher than the national trend. National surveys indicate sharp rises in a range of consumer durables, notably ICT. Home computer ownership and use has risen from around 32% of households nationally in 1998/9 to about 58% by 2003/4 (See Figure 2). Access to computers other than at home among the survey population was much lower at 50%, probably due the high rate of access to computers at home, masking any use of computers outside the home less likely.

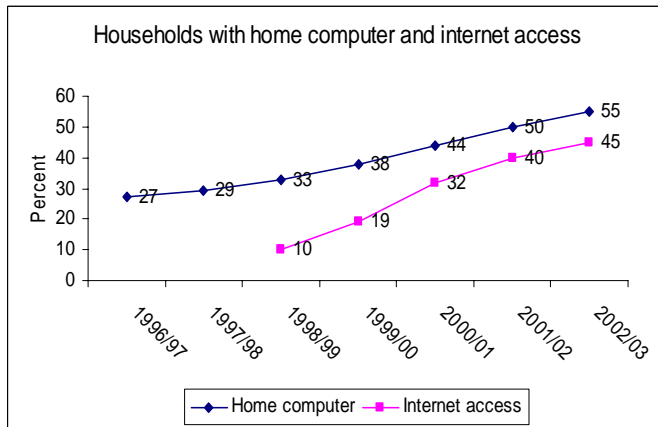


Fig. 1: Social Trends: Lifestyles & Social Participation  
Source: Family Expenditure Survey and Expenditure and Food Survey, Office for National Statistics – Social Trends 2005

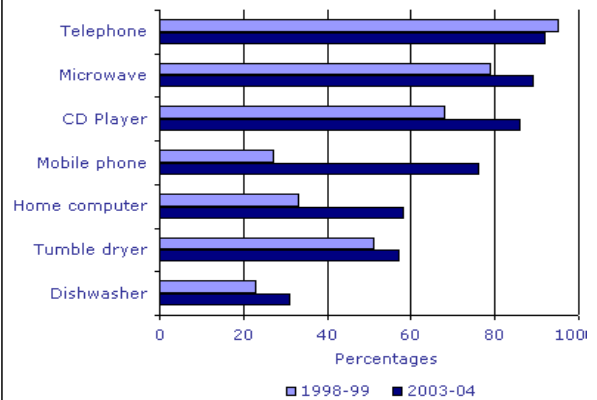


Fig. 2: Proportion of households with selected consumer durables, UK.  
Source: Expenditure and Food Survey, Family Spending, 2004

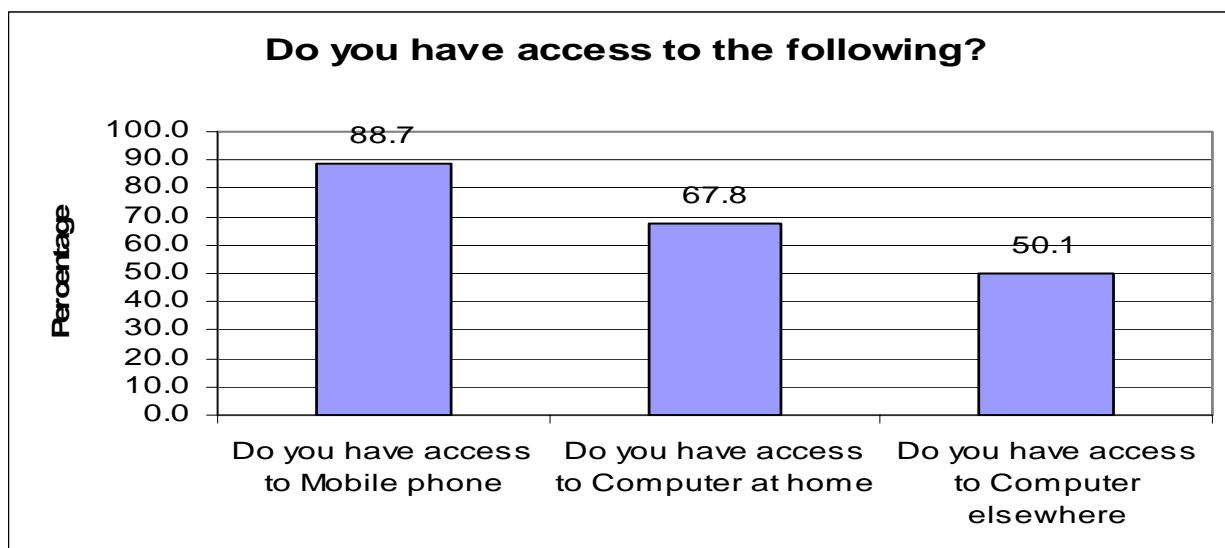


Table 13: Access to ICT among Survey Participants

Table 14 indicates that internet access (whether at home or elsewhere) amongst the survey population is even higher at 89%. This is likely to be due to the larger numbers of the survey population who are in education (see Table 42). National trend data indicates that internet access from home has increased since data were first collected in 1998/9 from 10% to 45 % of households in 2002/3 (see Figure 1).

Clearly the survey indicates that both home computer access and internet use among the population in Newham is higher than equivalent national trends, although this data indicating clear trends in a fast changing consumer sector is now one or two years old.

In the Newham survey, far fewer report using the internet to buy and sell things or seek paid work (see Table 14; 47.9 and 41.7% respectively).

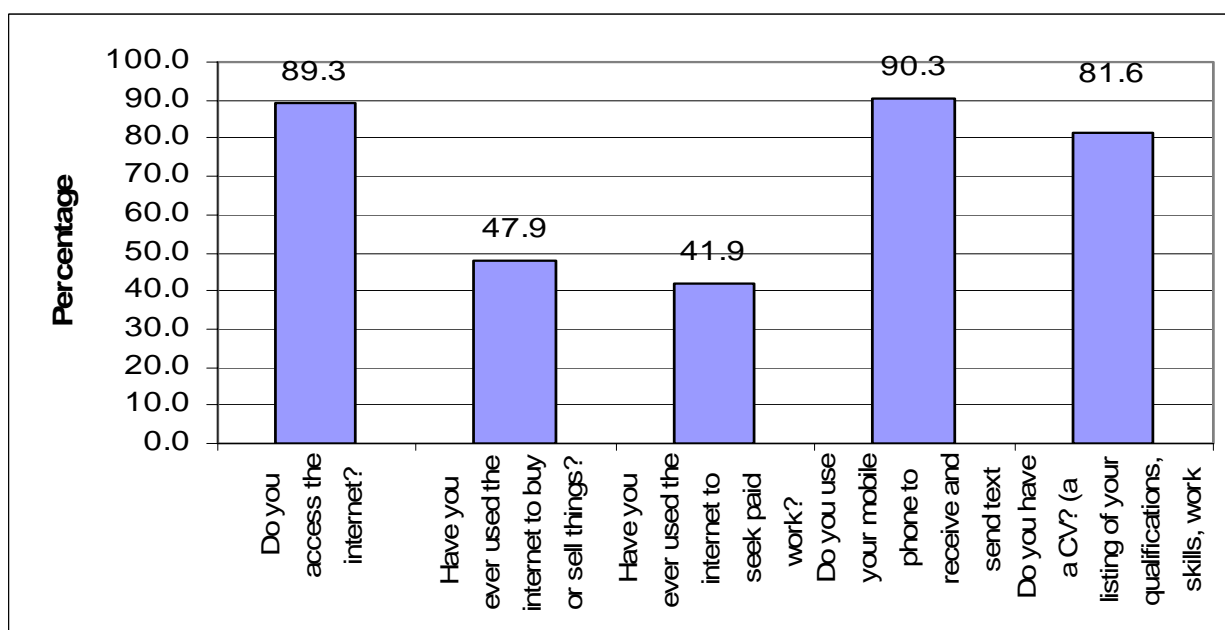


Table 14: Use of ICT among Survey Participants

## Slivers of Time Working

Unsurprisingly, much of the survey was reserved for items that were directly about gauging the views on the survey population towards work in general but Slivers of Time working in particular. This section also examines the attitudes and likely behaviour of those interested in Slivers of Time Working. In addition this section examines the characteristics, attitudes and likely behaviours of those in paid work, those who are actively seeking paid work and those who are neither in paid work nor seeking paid work.

### Attitudes towards Work

All survey respondents were asked for their reaction to four attitude statements concerning general attitude to and preferences regarding work arrangements. These items were measured on a Likert Scale ranging from strongly agree to strongly disagree which would enable an assessment of the sample populations' broad attitudes towards and preferences regarding work.

There was broad agreement with all except one of the attitudinal items. Over 74% agreed or strongly agreed they would rather do different types of work than the same job (see Table 15).

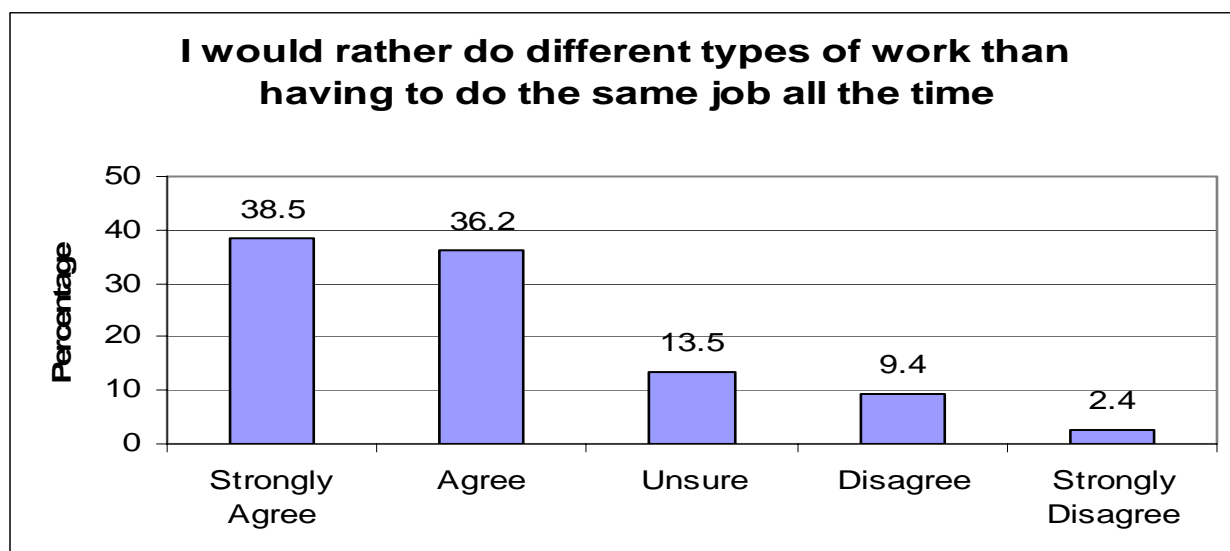
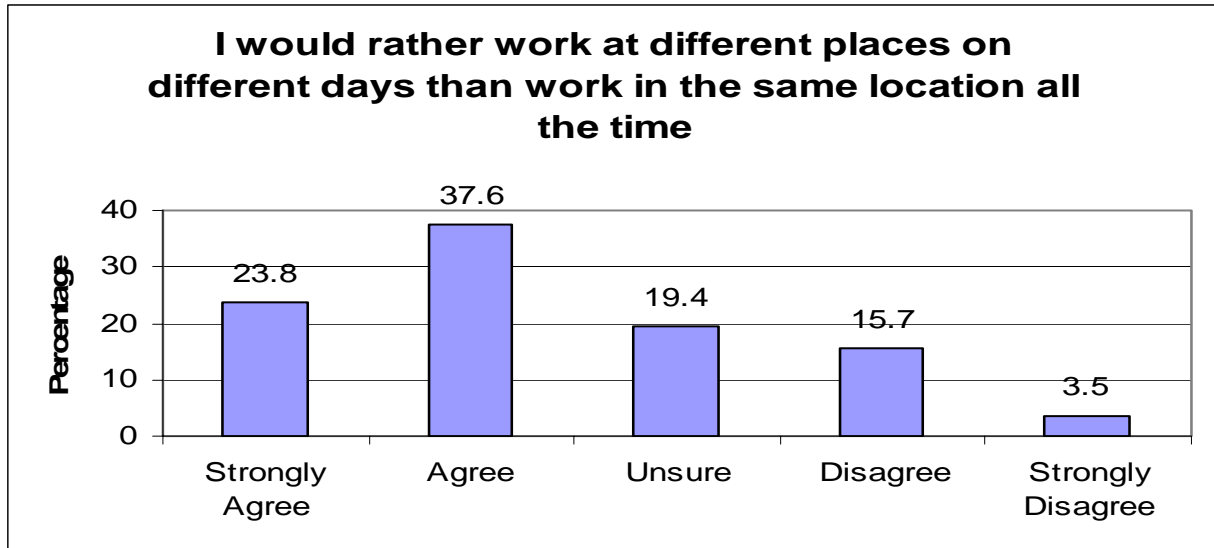


Table 15: Attitudes to Variation in Work Types among Survey Participants

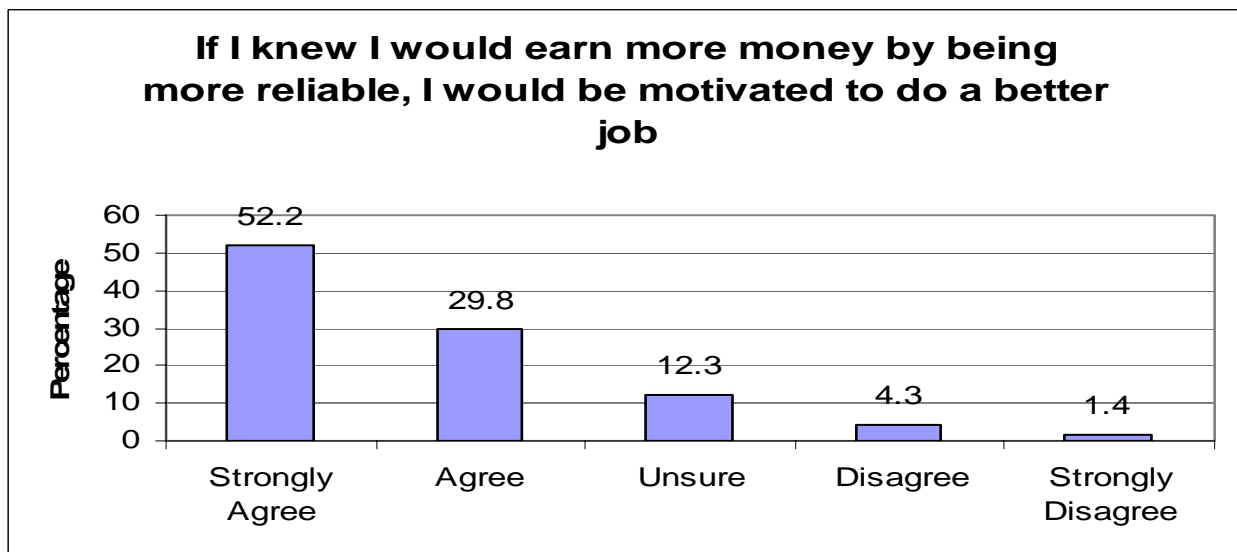
Over 60% of the sample also agreed they would rather work at different places on different days than be in the same location all the time; although only just over 37% strongly agreed (see Table 16).





*Table 16: Attitudes towards Variance in the Location of Work among Survey Participants*

Just over 52% of the sample population strongly agreed and a further almost 30% agreed that they would be motivated to do a better job if they knew they would earn more money for being more reliable (see Table 17).



*Table 17: Attitudes towards reliability and monetary reward among Survey Participants*

There was less agreement (just over 43%) with the idea that finding work through an internet site was preferential to working with someone in a recruitment agency to do the same thing however (see Table 18). However, over 38% of the population sample expressed uncertainty regarding this.

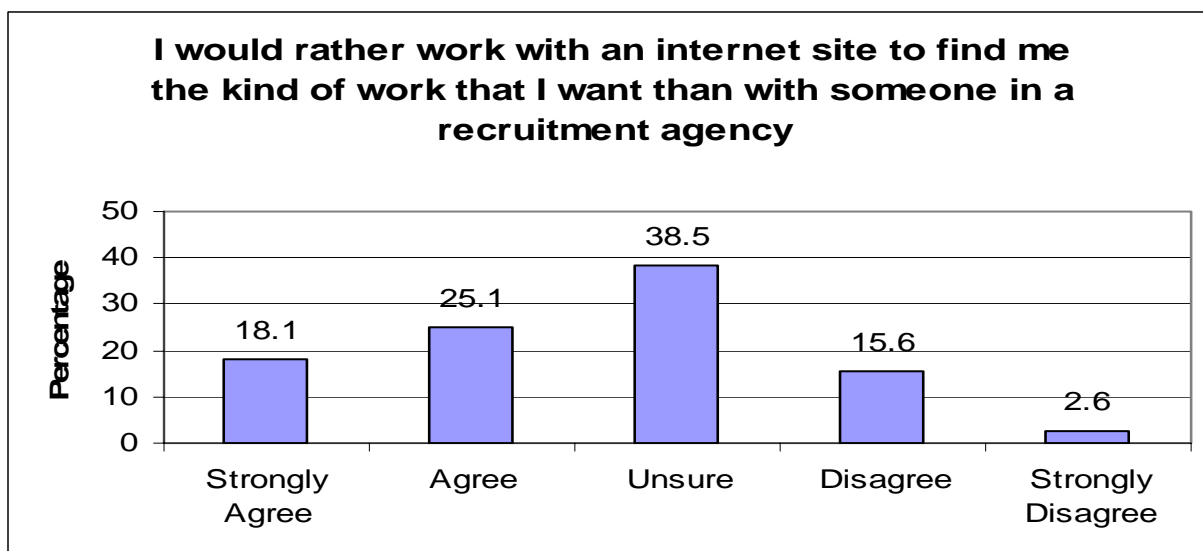


Table 18: Attitudes towards using the Internet to find work among Survey Participants

### Level of Interest in Slivers of Time Working

The headline question for this research survey is reported in Table 19. This shows that 68% of the sample population would be interested in being able to participate in Slivers of Time Working. It should be noted that this level of interest is dependent upon a level of knowledge of this way of working that is likely to be quite limited. Responses to this question are later analysed by other independent variables to enable a more accurate picture of the potential market for Slivers of Time Working.

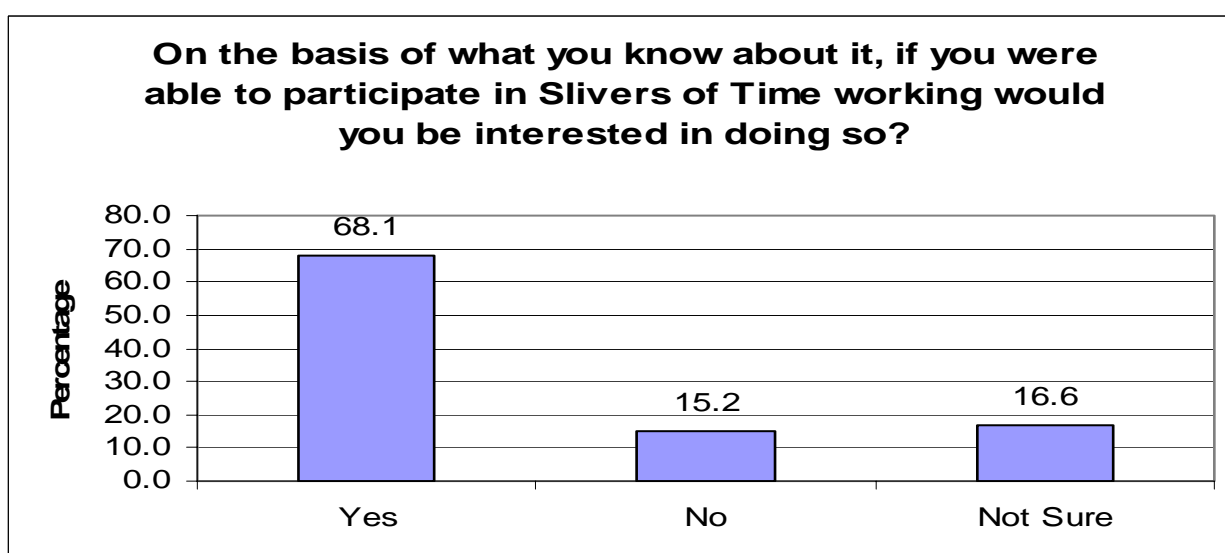
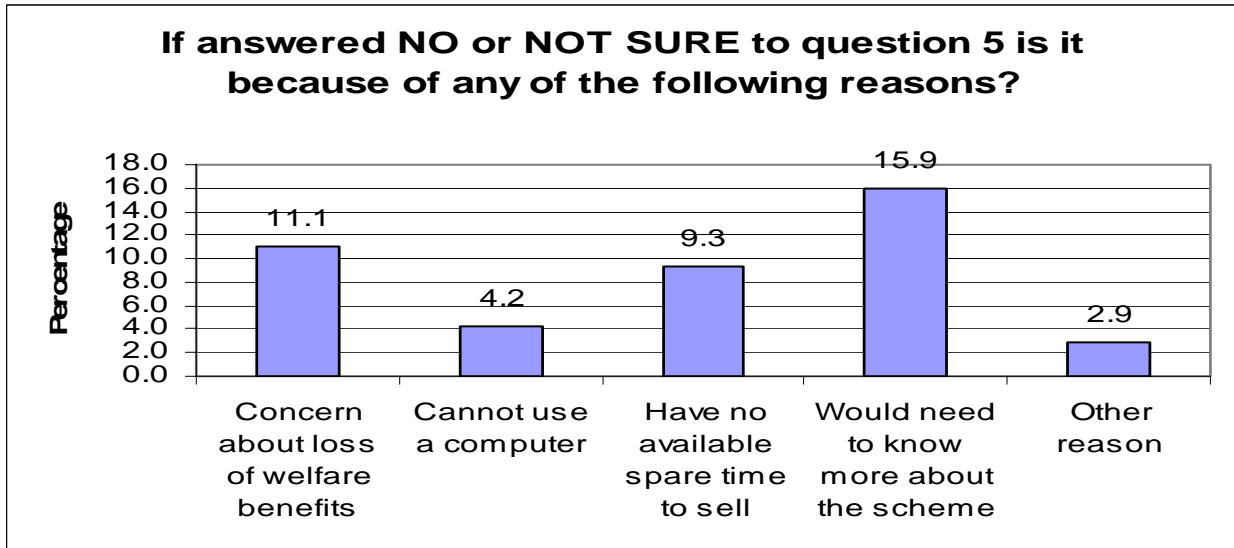


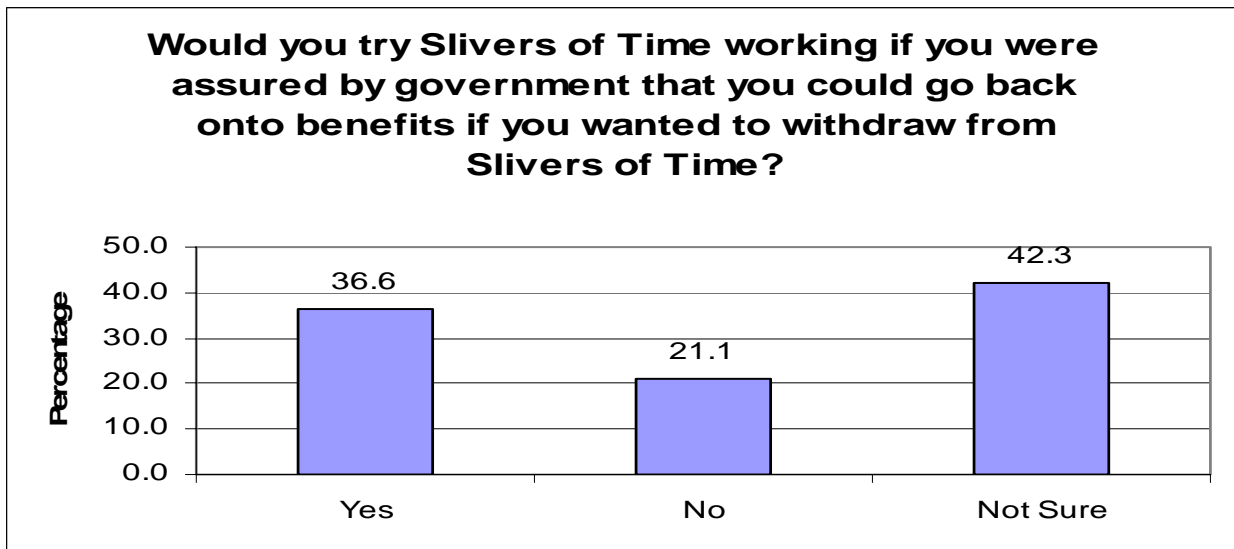
Table 19: Level of interest in Slivers of Time Working among Survey Participants

Some 32% of the survey population were either not interested (15.2%) in Slivers of Time working or were not sure (16.6%). This group were asked their reasons and the most common of these (given by almost 16%) was a need to know more about the scheme. Concern about loss of welfare benefits was cited by around 11% and a lack of available spare time by just over 9%. Only 4.2% were not interested because they could not use a computer (see Table 20).



*Table 20: Reasons for Lack of Interest in Slivers of Time Working among Survey Participants*

Of those who were not interested in Slivers of Time Working because of concerns about loss of welfare benefits just over 36% would go on to try it if they were assured by Government that they could go back on benefits if they wanted to withdraw from the scheme having once commenced working in this way (see Table 21 below). However, 42% were uncertain about this.



*Table 21: Interest in trying Slivers of Time Working among Survey Participants if Government assured return to benefits of those withdrawing*

More popular among those who were not interested in Slivers of Time Working because they were unable to use a computer was the provision of free dedicated training and support in using them. This is rather obvious, but just over 58% would then be willing to try Slivers of Time Working (see Table 22).

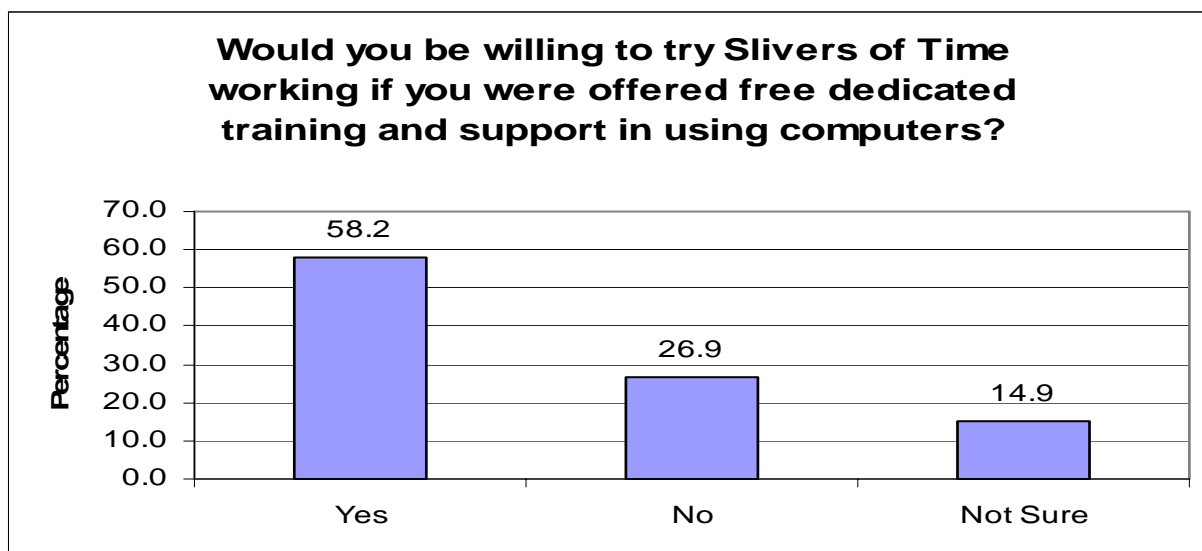


Table 22: Interest in trying Slivers of Time Working among Survey Participants if offered computer training

### Attitudes and Behaviour of those Interested in Slivers of Time Working

A number of questions were asked of those who expressed an interest in Slivers of Time working. These revealed a number of features in the attitudes and likely behaviour of those in the sample population who are interested in this way of working. Firstly, as Table 23 reveals, if Slivers of Time Working were promoted and supported by government 62.3% would be even keener to participate.

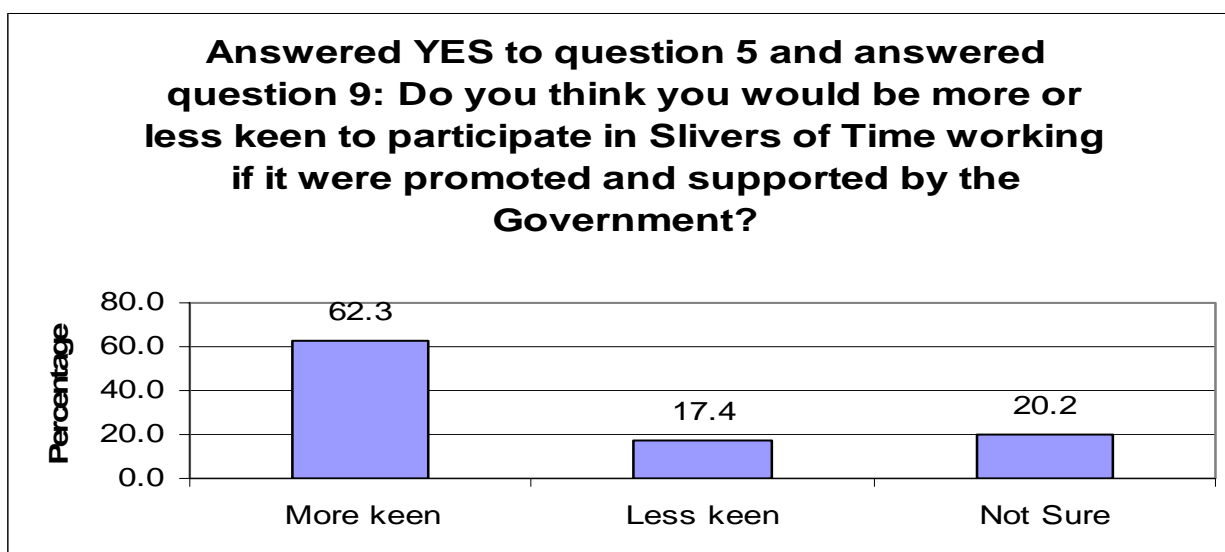


Table 23: Interest in trying Slivers of Time Working among Survey Participants if Government promoted and supported the scheme

Over 74% of those expressing an interest in Slivers of Time Working also thought that such a scheme would benefit other people in their neighbourhood (see Table 24).

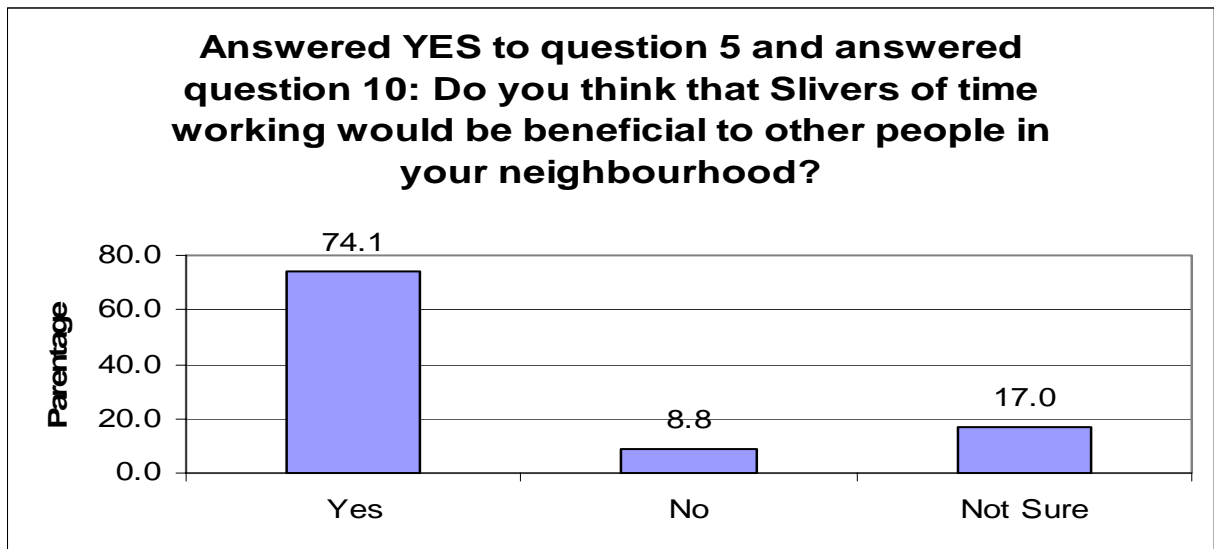


Table 24: *Slivers of Time Working among Survey Participants if Government assured return to benefits*

The optimum extent of travel to work (if costs were paid) of those interested in Slivers of Time Working was up to 6 miles (see Table 25). Although it should be noted that 22% expressed that they would still be willing to travel over 6 miles.

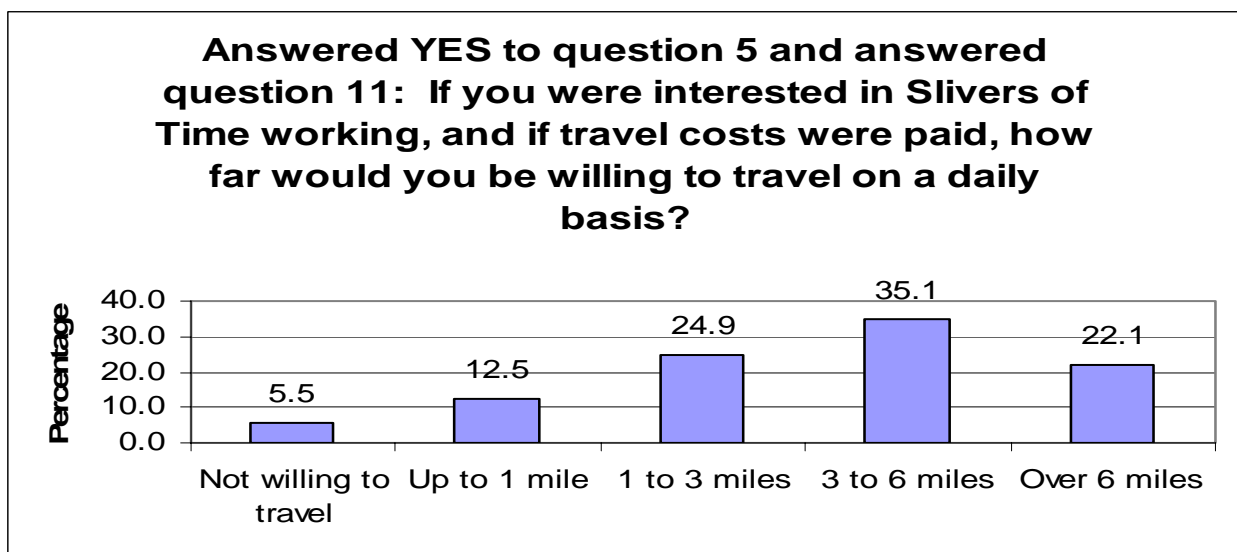


Table 25: *Travel to Work Distance to do Slivers of Time Working among Survey Participants*

Of those expressing an interest in Slivers of Time Working just over half had existing commitments they had to make arrangements for before doing any paid work and just under half did not (see Table 26).

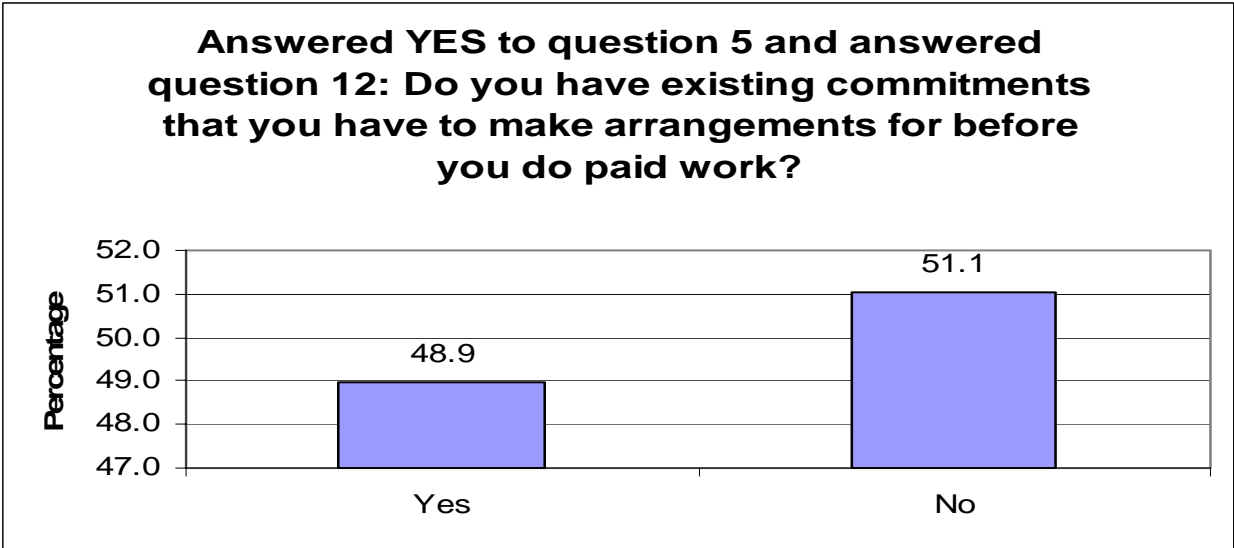


Table 26: *Slivers of Time Working and Existing Commitments among Survey Participants*

Of those expressing an interest in Slivers of Time Working over 82% also felt they had the spare hours in a week that they could commit to earning extra money (see Table 27).

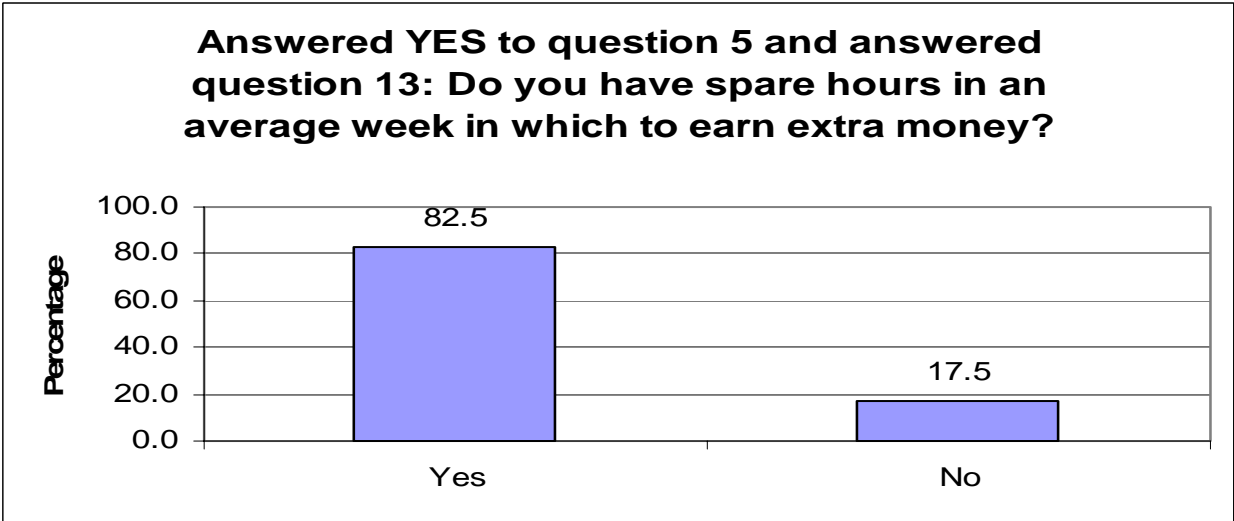


Table 27: *Extra Hours and Slivers of Time Working among Survey Participants*

The estimated number of hours of those who are interested in Slivers of Time working and who confirmed they had available hours is indicated in Table 28. This shows that over 43% had more than 10 hours a week that they could utilise for Slivers of Time Working.

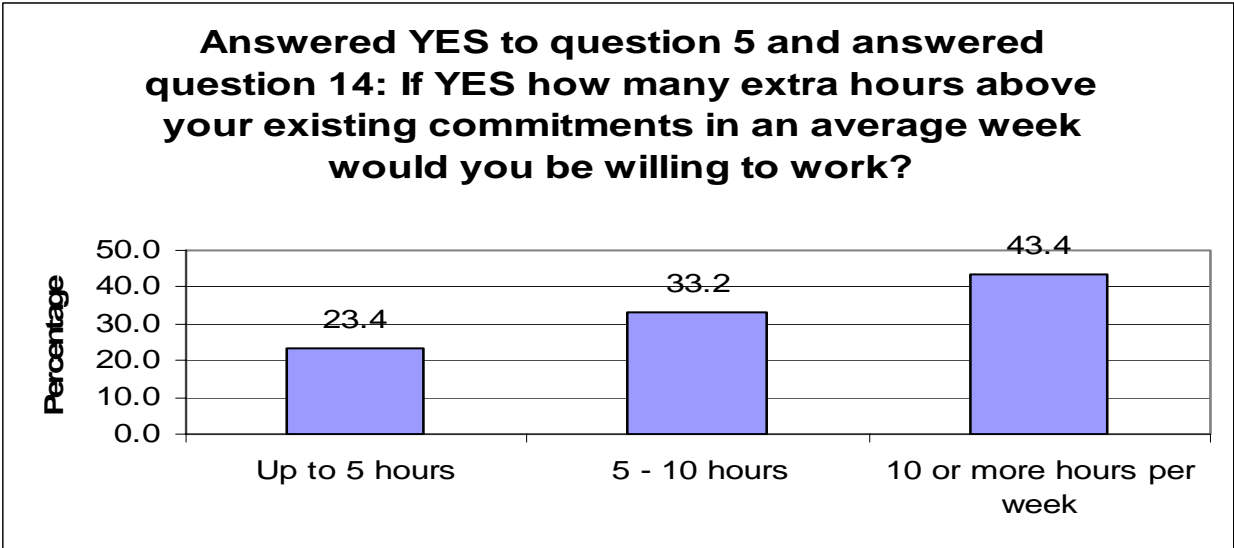


Table 28: Number of Extra Hours and Slivers of Time Working among Survey Participants

Over 75% of those expressing an interest in Slivers of Time Working indicated that they did not know how much money could be earned in a week before means tested benefit entitlements are effected. This is quite high and interest in Slivers of Time Working could well reduce substantially upon realisation that a single person can only retain £5 of any earnings without an effect on their level of benefit – the earnings disregard (see Table 29).

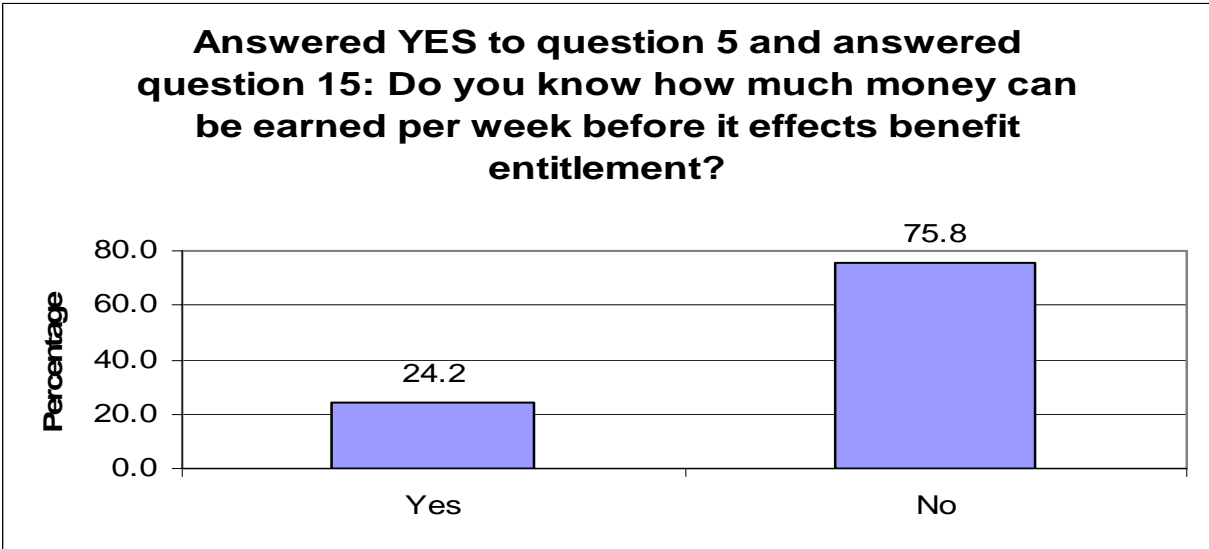


Table 29: Awareness of Earnings Retention and Effect on Benefit Entitlements among Survey Participants

Of the 24% who thought they did know how much of earnings could be retained before it effects benefit entitlement their responses in Table 30 indicate that they do not in fact have such knowledge in the great majority of cases. Some 78.5% believe that over £50 can be earned before benefits are affected.

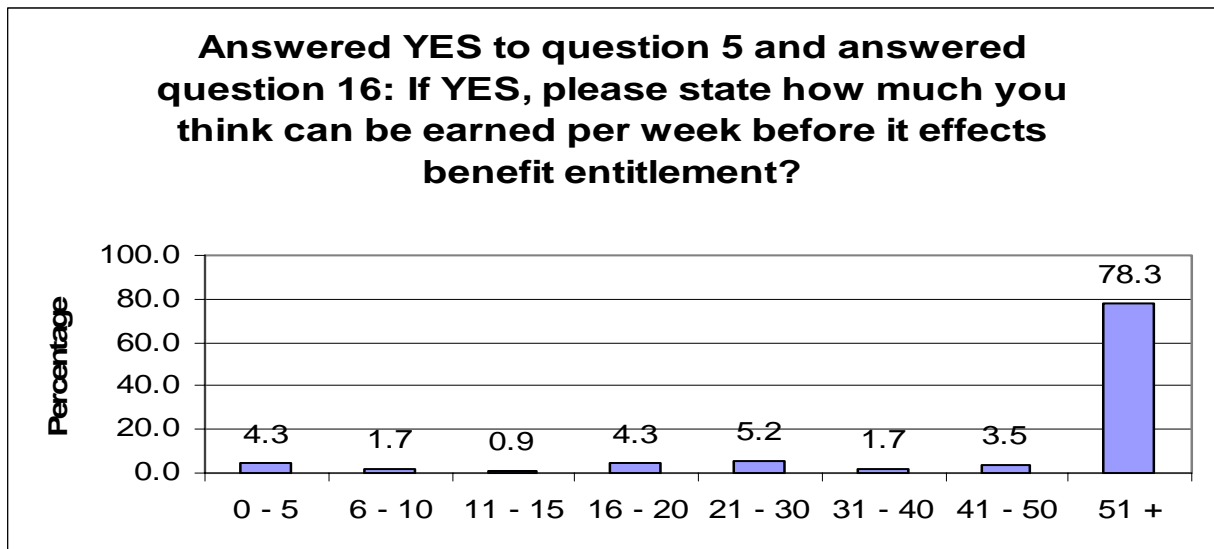


Table 30: Knowledge of Level of Earnings Retention before Effect on Benefit Entitlements among Survey Participants

### Slivers of Time and those in Paid Work

We asked survey respondents if they were doing any paid work at present and almost 41% of the sample population indicated that they were (see Table 31).

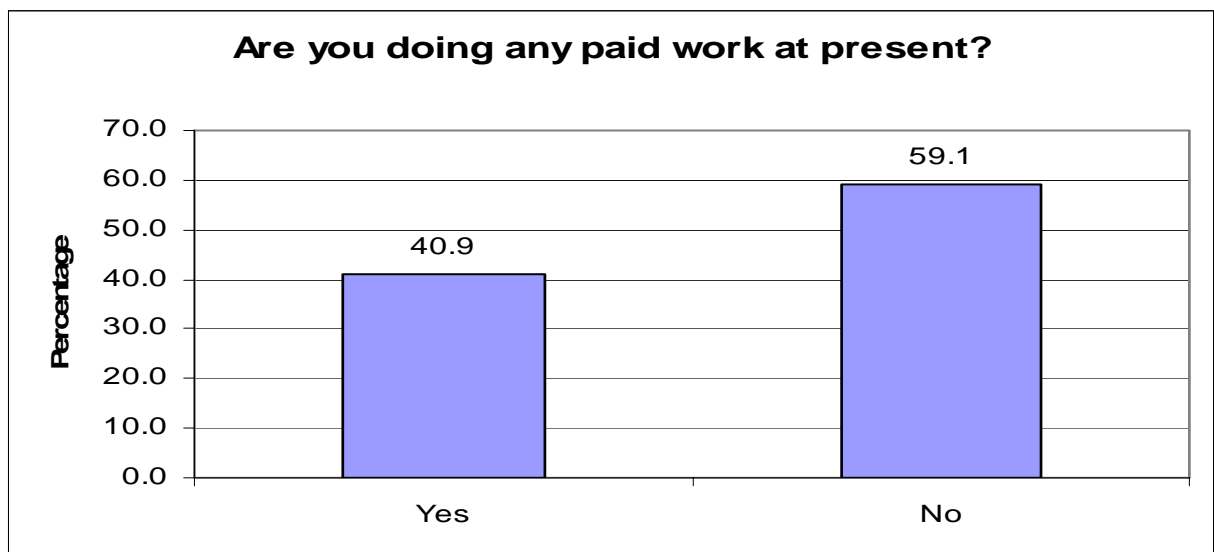
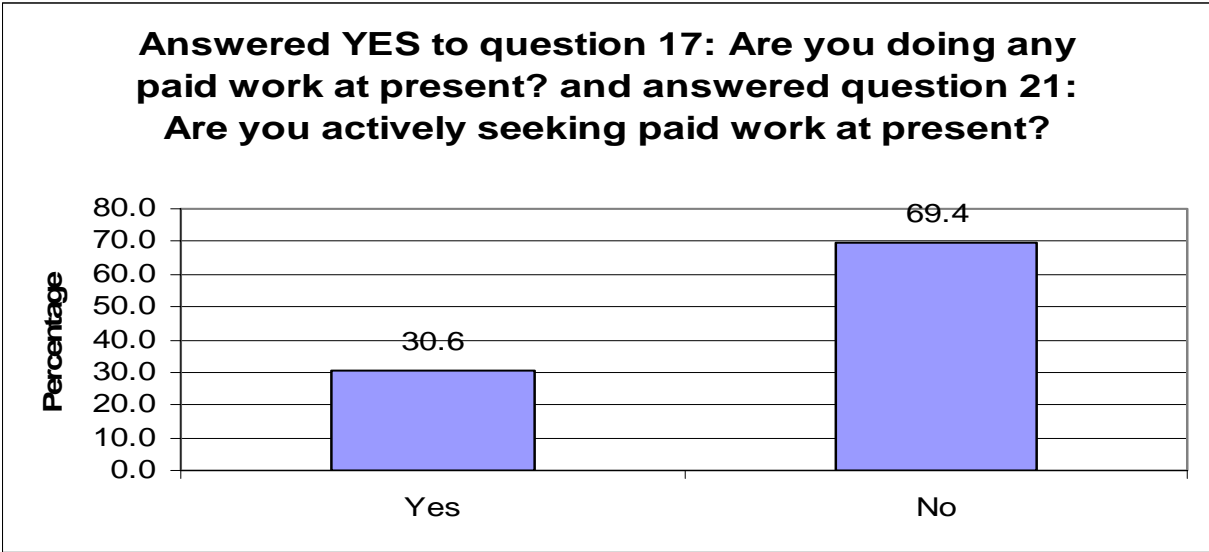


Table 31: Paid Work among Survey Participants

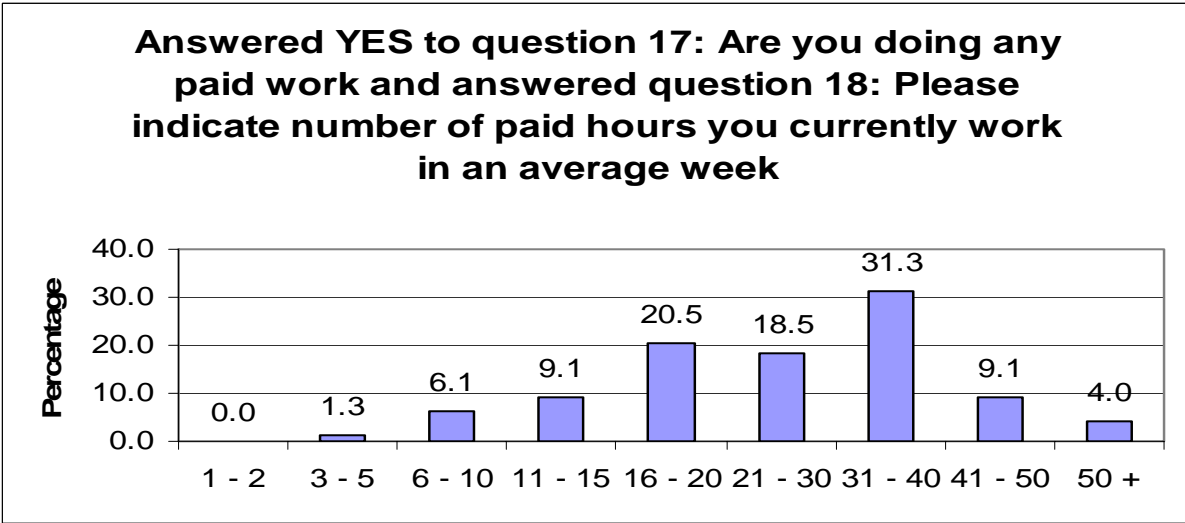
However of the 41% who were doing paid work over 30% indicated that they were also actively seeking work (see Table 32).





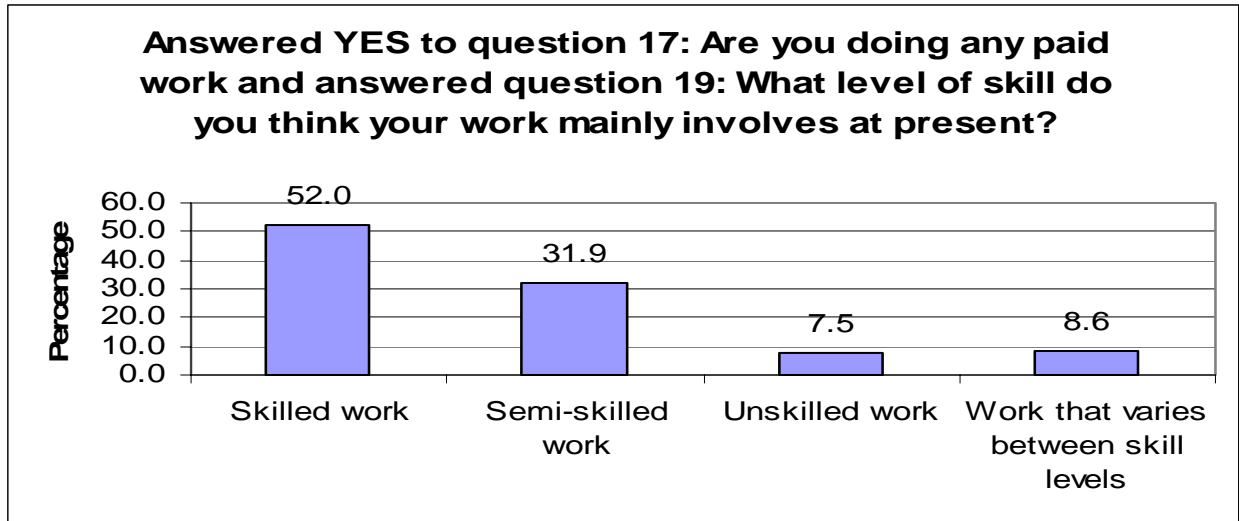
*Table 32: Those Actively Seeking Work among those already doing Paid Work*

Of those doing paid work, over 44% were working over 30 hours per week and 83% were doing over 16 hours per week (see Table 33). This suggests a limited capacity for Slivers of Time Working among the majority of those already doing paid work.



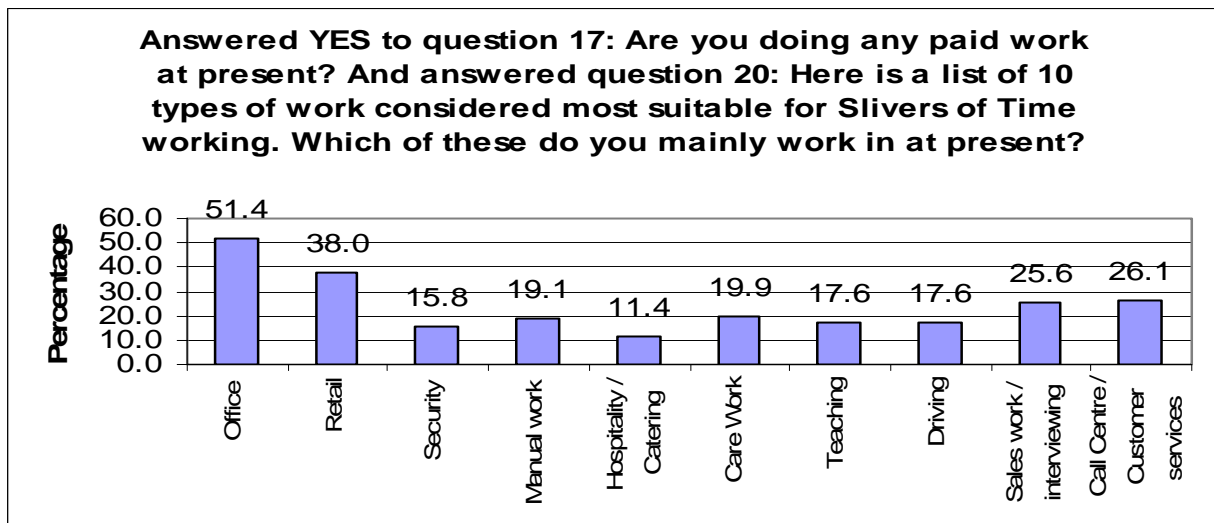
*Table 33: Hours worked per week of those doing Paid Work*

Among those doing paid work over 52% reported that they think they are mainly involved in skilled work (see Table 34). This is however a self-assessment of what skilled work involves.



*Table 34: Self-assessment of Skill Level of those doing Paid Work*

Those in paid work were asked to indicate the type of work they are mainly involved in at present (see Table 35). The categories they chose from were the 10 types of work that Slivers of Time Ltd have found are most suitable for such working. This revealed that over a half of those in paid work are involved in some form of office work (51.4%) with 38% also indicating that their work involves retail activity.



*Table 35: Types of Work that those doing Paid Work are involved in*

### **Slivers of Time and those Actively Seeking Paid Work**

We asked survey respondents if they were actively seeking paid work at present and 47% of the sample population indicated that they were (see Table 36). It should be recalled that some of those actively seeking paid work are also likely to be currently in paid work (see Table 31).

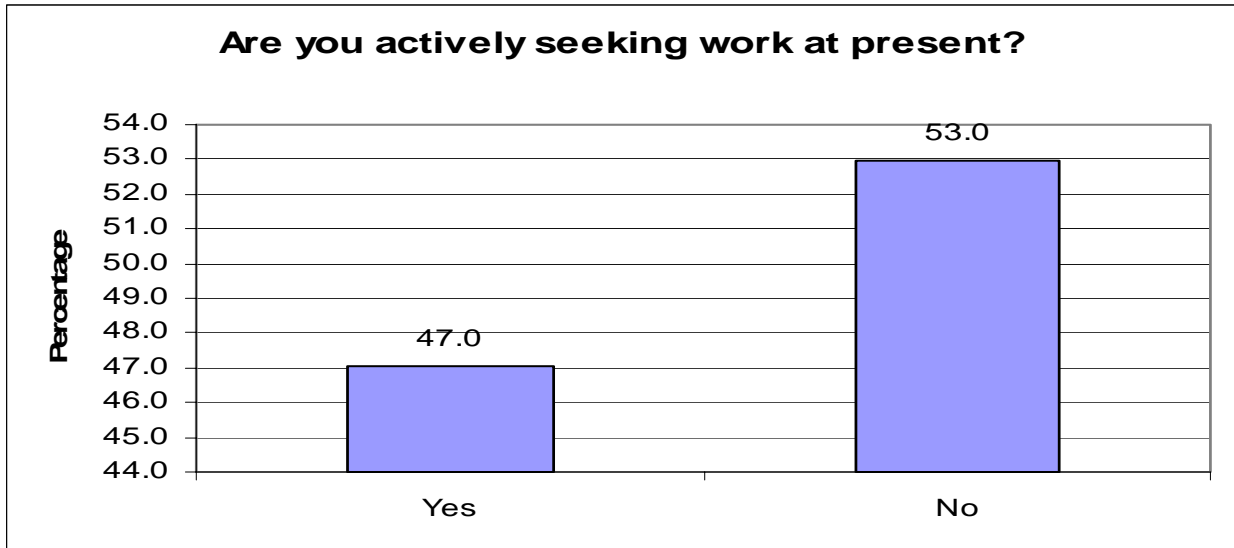


Table 36: Those Actively Seeking Paid Work among the Survey Population

Of those actively seeking paid work some 37% were looking for work for up to 16 hours per week and only 13.6% were seeking work for more than 30 hours (see Table 37). This might be due to the fact that a substantial number of those actively seeking paid work already have some level of paid work.

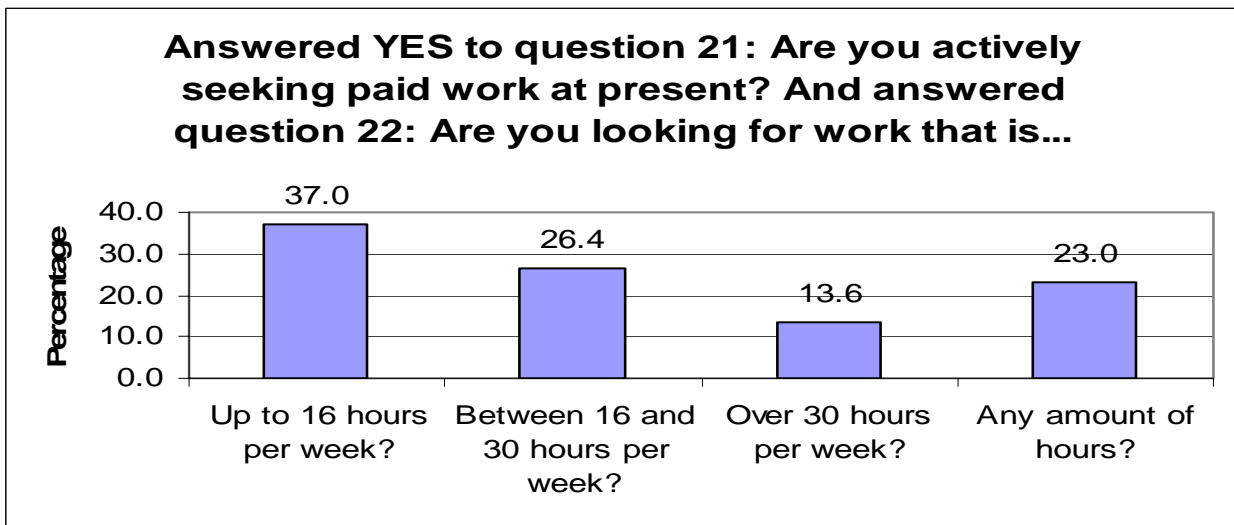
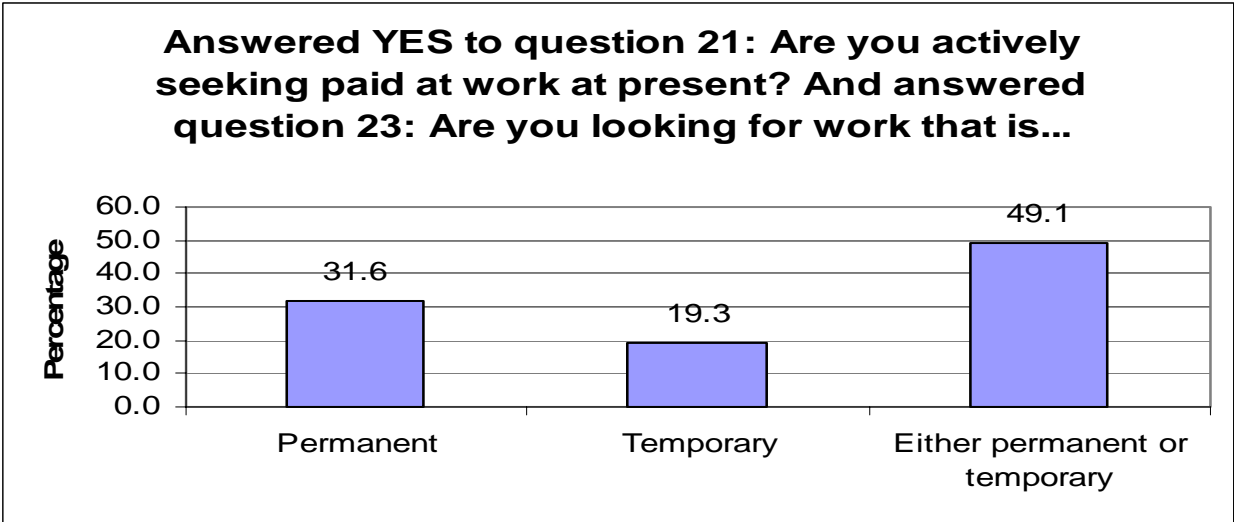


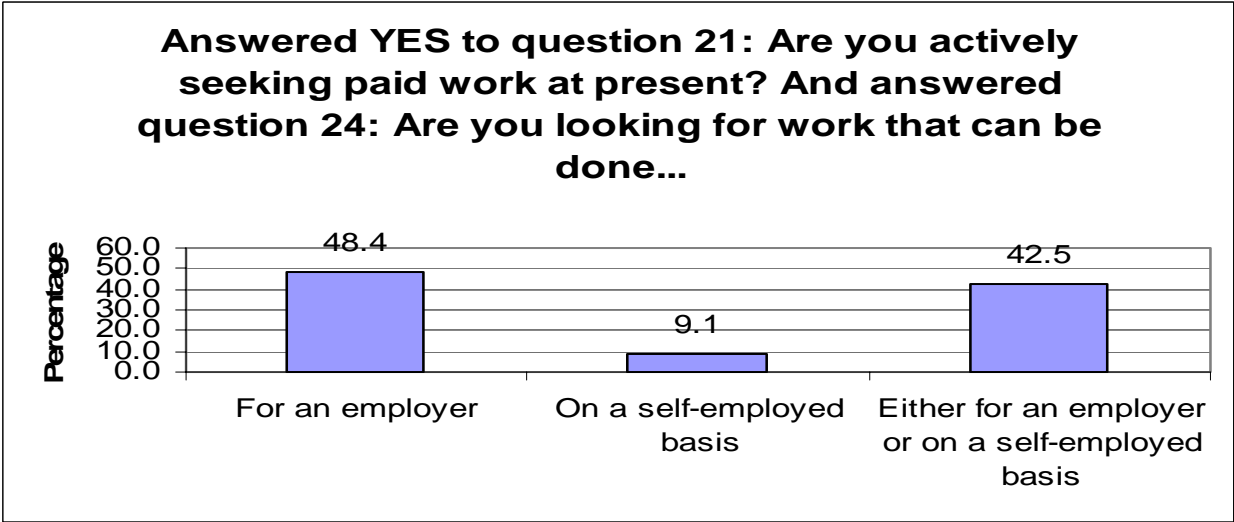
Table 37: Extent of Hours sought among those Actively Seeking Paid Work

Although 31.6% of those actively seeking paid work indicated that they would prefer to find permanent work, over 49% indicated that they were seeking either permanent or temporary work (see Table 38).



*Table 38: Those Actively Seeking Permanent and/or Temporary Paid Work*

The majority of those actively seeking paid work would prefer to work for an employer (48%) than for themselves (9%) although 42% indicated that they would not mind either (see Table 39).



*Table 39: Those Actively Seeking Paid Work with an Employer and/or on a Self-Employed Basis*

Although 38% of those actively seeking paid work thought that they would most likely get skilled work, 32% thought that they would most likely get work that variance between skill levels (see Table 40).

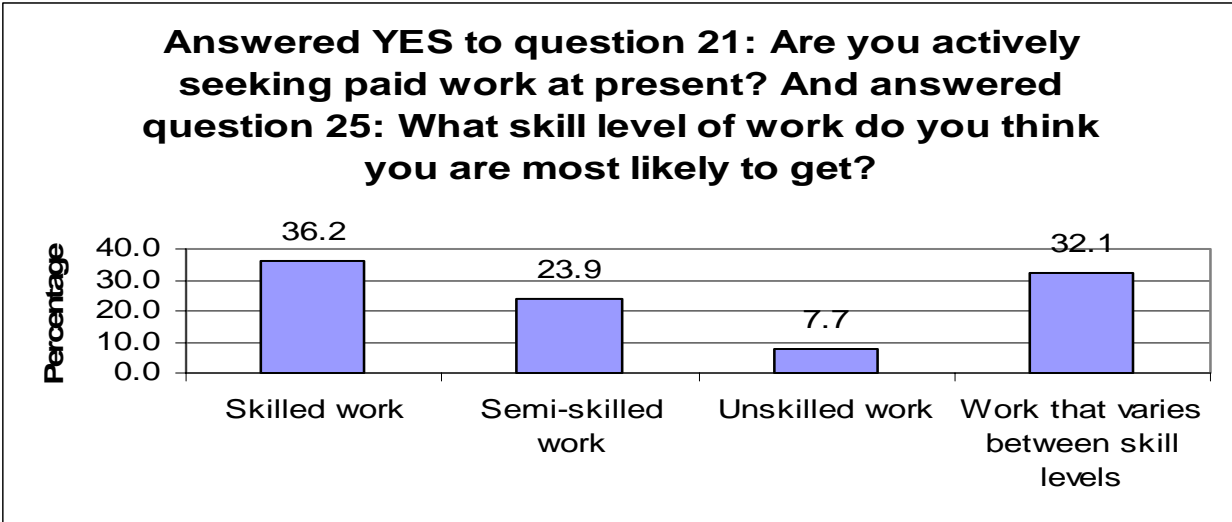


Table 40: Skill Level Expectations among those Actively Seeking Paid Work

Those actively seeking paid work were asked to indicate the type of work they are most likely to be seeking (see Table 41). The categories they chose from were the 10 types of work that Slivers of Time Ltd have found are most suitable for such working. As with those already in paid work (see Table 35) this revealed that over a half of those seeking paid work are seeking office work (51.8%) with 54% seeking work that involves retail.

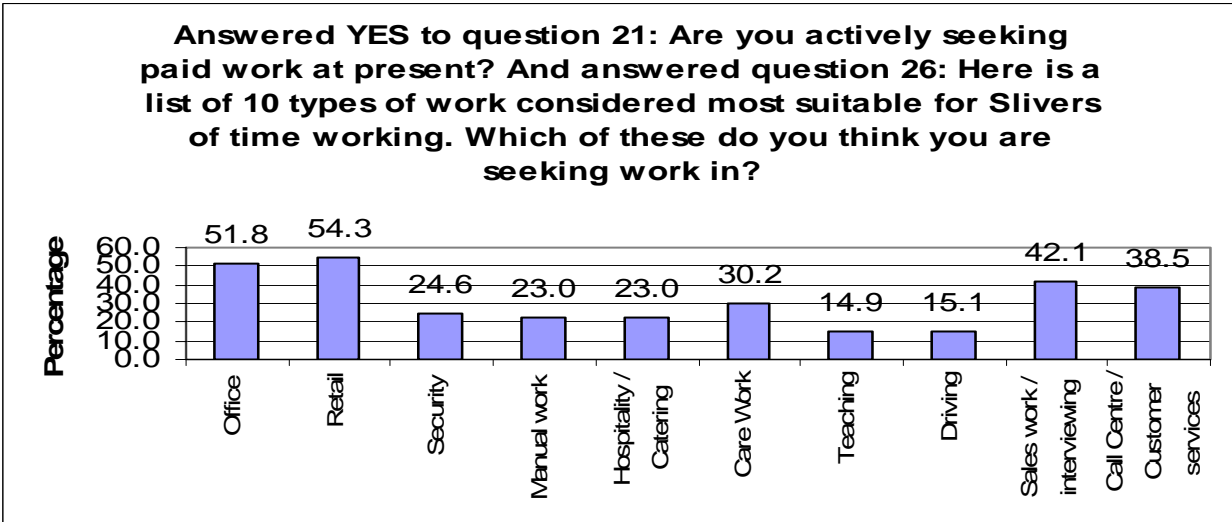
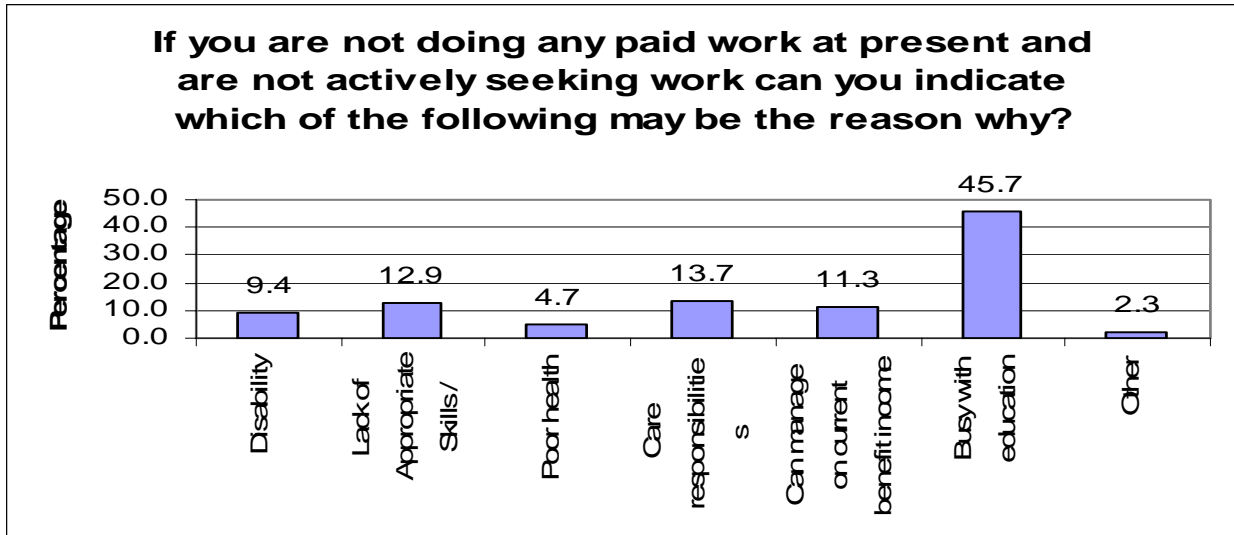


Table 41: Types of Work that those Actively Seeking Paid Work are looking for

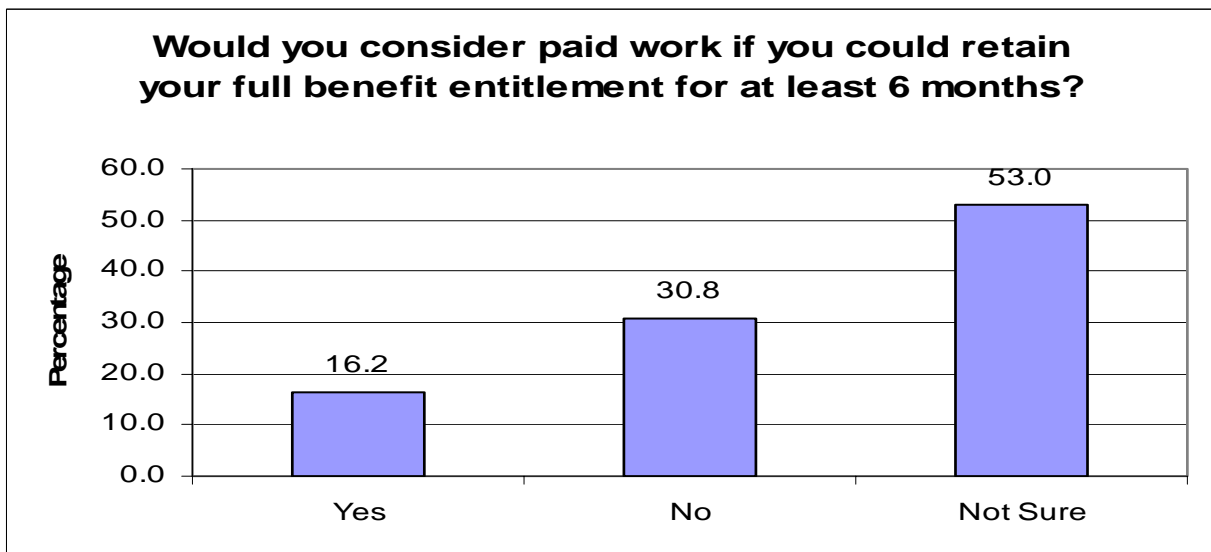
**Slivers of Time and those Not Seeking Paid Work**

Those who were not currently in paid work and were not actively seeking it were asked to indicate the main reason that they were not in work or seeking work. This revealed that most (45.7%) were busy with their education (see Table 42) although 13.7% indicated that they had care responsibilities. Indeed, other research indicates that looking after children is the most frequently perceived barrier to securing employment among the non-employed and especially among female non-employed (Taylor, 2005, p.88).



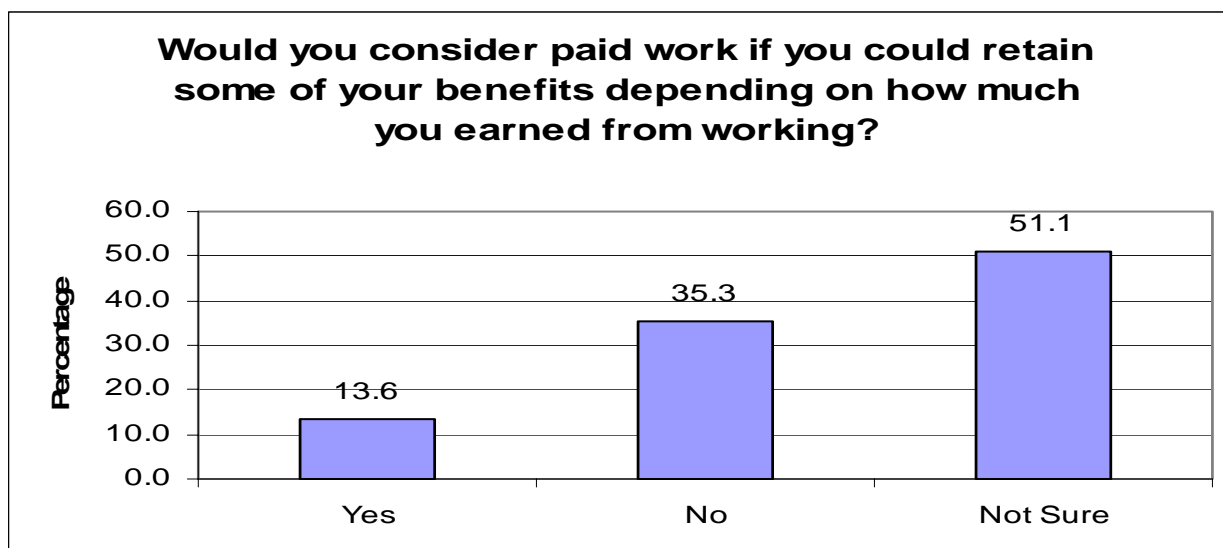
*Table 42: Reasons given for those neither doing nor actively seeking Paid Work*

Those neither seeking nor actively involved in paid work were asked if they would consider paid work if they could retain full benefit for at least 6 months. However, only 16% indicated that they would consider paid work under these circumstances, 30% indicated they would not and 53% remained unsure (see Table 43).



*Table 43: Consideration of Paid Work with Benefit Entitlements among those currently neither doing nor actively seeking Paid Work*

In addition being able to retain some level of benefit payment dependent on how much was earned from paid working also did not appear to be an attractive option among those neither in or seeking paid work. Only 13.6% indicated that they would consider this option although 51% were unsure (see Table 44). The levels of uncertainty expressed in response to the questions reported are most likely due to the hypothetical aspects of the questions.



*Table 44: Consideration of Paid Work with Benefit Entitlement dependent on earnings level among those currently neither doing nor actively seeking Paid Work*

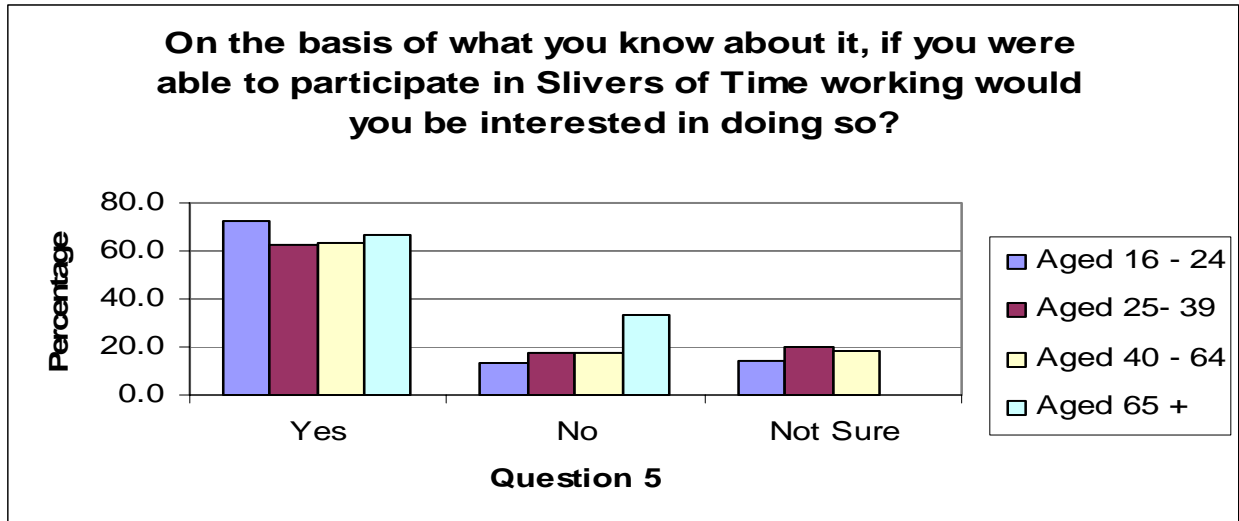
## Variations in Interest in Slivers of Time Working – Examining the Potential Market

This section of the report provides analysis of the level of interest in Slivers of Time Working in terms of some key characteristics of the survey population. In particular variation in level of interest in participating in Slivers of Time Working is examined in terms of the following variables: age, gender, ethnicity, household status, responsibilities and commitments, benefit receipt, educational qualifications, familiarity with forms of ICT, and in particular level and type of use of the internet.

The key question that the analysis in this section centres upon is responses to Question 5 of the survey which was “*On the basis of what you know about it, if you were able to participate in Slivers of Time working would you be interested in doing so?*” As reported earlier the response to this question from the full survey population revealed that 68.1% replied yes to this question, whereas 15.2% replied no and a further 16.6% were not sure. The remainder of this section focuses upon the responses of those in the survey who expressed an interest in Slivers of Time working.

### The Age Factor

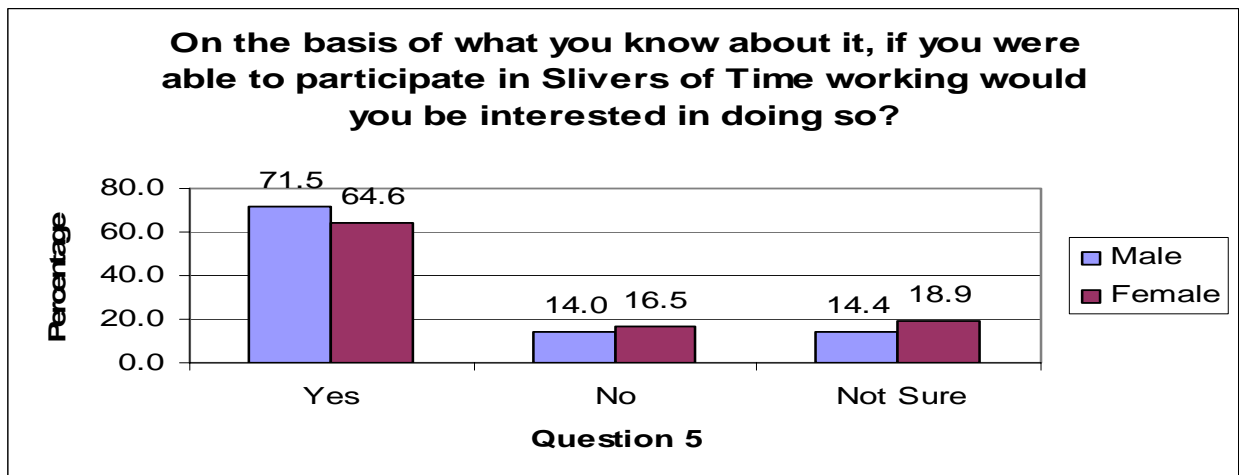
As can be seen from Table 45, the age group most interested in participating in Slivers of Time working was the youngest working age group 16-24. What is interesting here however is that whereas we might expect interest in Slivers of Time working to decline through older age groups, it does not; there is a clear increase in interest in Slivers of Time working among the 65+ age group. This would suggest that it is younger people and those in or approaching retirement that might be the most interested in Slivers of Time working. Nevertheless the 65+ age group were also the age group which recorded the highest rejection of Slivers of Time working (over 30%) and this is because there was less prevarication in this age group; i.e. no respondents who were ‘unsure’.



*Table 45: Variation in Interest in Slivers of Time Working according to Age*

### The Gender Divide

There was a clear gender divide regarding interest in Slivers of Time working with men more interested in participating than women (see Table 46). This appears to bear out the view that due to familial and domestic responsibilities falling disproportionately upon women, their view is more likely to be that they do not have the time to enact any potential interest in Slivers of Time working.



*Table 46: Variation in Interest in Slivers of Time Working according to Gender*

### Ethnicity and Slivers of Time

There is little basis for conceiving how interest in Slivers of Time working might vary on the basis of ethnicity. Indeed the data from this research supports that view. We deal here quite crudely in broad ethnic groups, since further disaggregation of the data proves even less conclusive. The only ethnic group that appears to display slightly more interest in Slivers of Time working than other groups is the broadly black ethnic group (see Table 47).



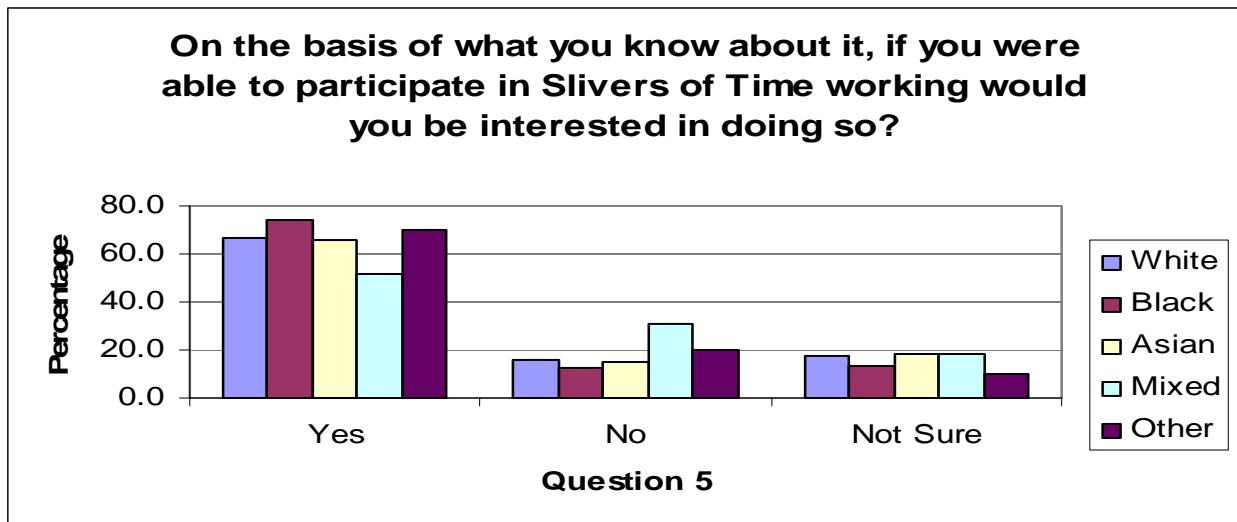


Table 47: Variation in Interest in Slivers of Time Working according to Ethnicity

### The Effect of Household Status

Again there appears to be little variance in interest in Slivers of Time working on the basis of whether respondents were living alone in single households or not. The hypothesis might reasonably be that people who live alone have fewer responsibilities of care for others (i.e. children, elders etc.). This is not born out by the research here where although there is slightly higher interest in Slivers of Time working among those who live alone, it is not really significant (see Table 48). It may be that living alone is a poor proxy for responsibility for others.



Table 48: Variation in Interest in Slivers of Time Working according to Household Status

### The Burden of Responsibility

A more reliable and direct test of whether interest in Slivers of Time working varies in terms of responsibilities for others was to test variance in interest in terms of whether respondents had responsibility for dependent children, dependent elders or dependent others. A slight variation could be detected between those who said they had responsibility for each of the three groups and those who did not (see Table 49). Also the logical direction was correct; those with such responsibilities recorded less interest and more disinterest in each across all dependent groups. But the difference in response is not large enough to warrant attention.

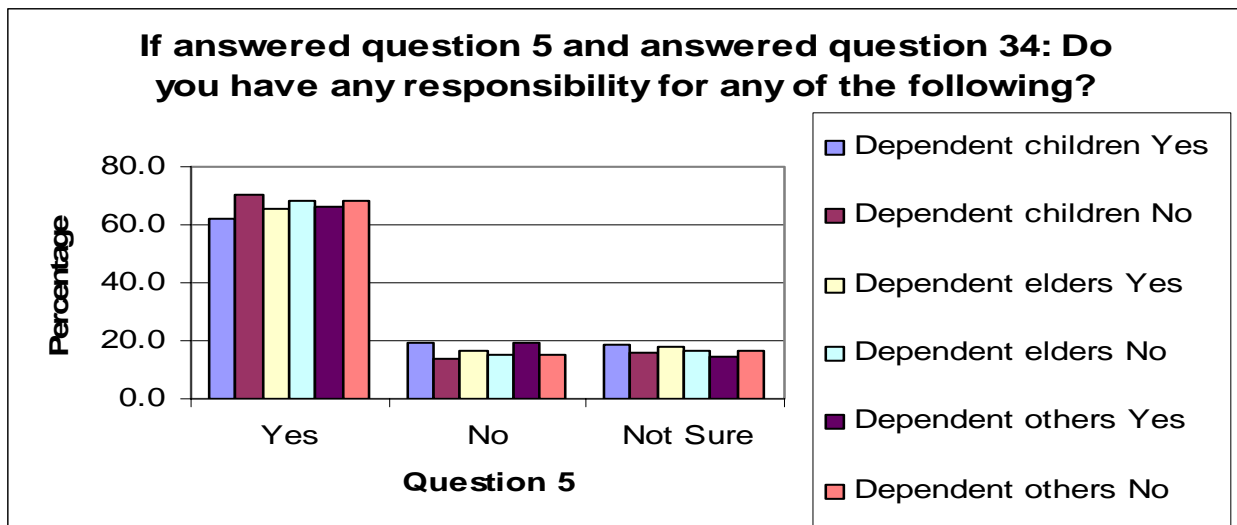


Table 49: Variation in Interest in Slivers of Time Working according to Responsibilities for others

### The Impact of Benefit Receipt on Slivers of Time

If people are in receipt of state benefits it is feasible that their interest in Slivers of Time working will be less than comparable groups who are not in receipt of any state benefits. This hypothesis is born out to some extent by the analysis provided in Table 50. This shows that those who receive Income Support, Job Seekers Allowance or Incapacity Benefit are less likely (up to 10% less likely) to be interested in Slivers of Time working than those who do not receive these benefits. The difference in interest in Slivers of Time working is also present for those who receive Housing Benefit but it is much less. This perhaps expresses the fact that many people can work and still be in receipt of Housing benefit. This would also seem to be the case with “other” benefits, where the relationship is reversed; i.e. there is more interest among those who receive ‘other’ benefits than those who do not receive ‘other’ benefits. It may be because some other benefits (e.g. Disability Working Allowance) actively encourage working.

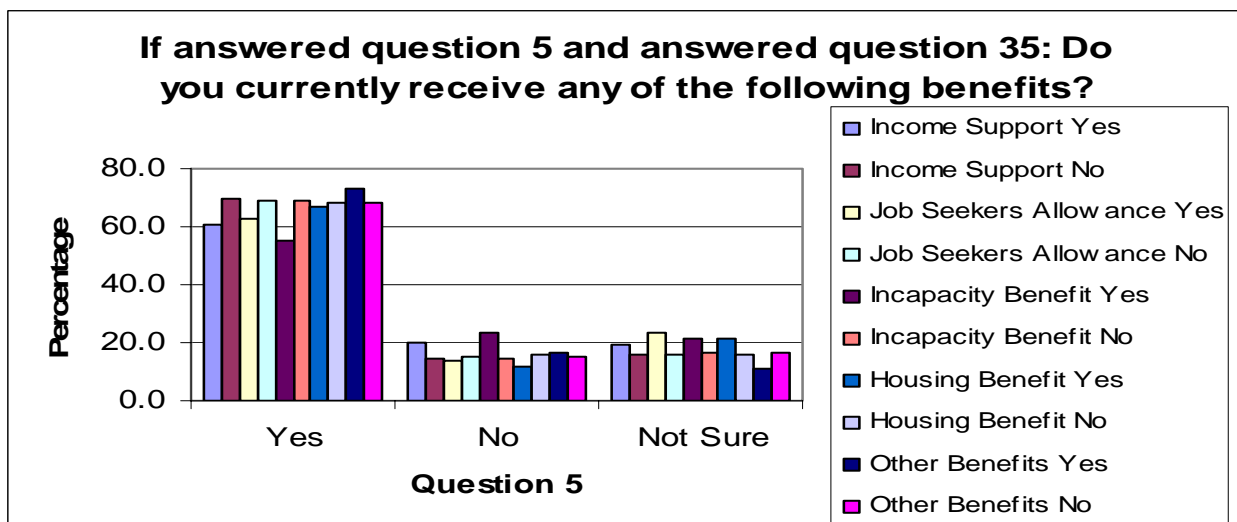


Table 50: Variation in Interest in Slivers of Time Working according to Benefit Receipt

## Slivers of Time and Level of Qualification

A full analysis of variance in level of interest in Slivers of Time working by level of qualification is not provided here due to the large range of qualifications covered. However, if we take just those respondents who recorded that they had ‘no qualifications’ and those who recorded that they had ‘other’ qualifications (as exemplified in Table 51) we can see a clear distinction in level of interest in Slivers of Time working. Whereas only 57.5% of those with no qualifications were interested in Slivers of Time working some 80.7% of those with ‘other qualifications’ were interested. This provides evidence of a complex relationship. Whereas on the one hand we would anticipate that those with educational and vocational qualifications would be more work oriented and interested in Slivers of Time working than those with no qualifications at all, the nature of Slivers of Time working is such that it might offer more to those with no qualifications. An important intervening variable here is likely to be familiarity with ICT, which is more likely to be less for those with no qualifications than those who do have qualifications.

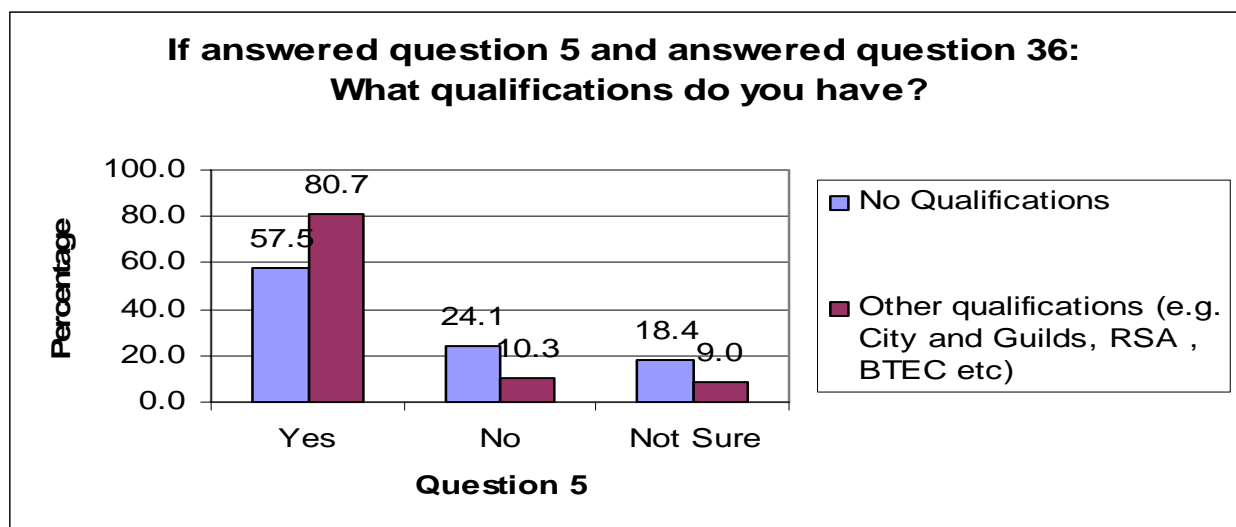


Table 51: Variation in Interest in Slivers of Time Working according to Educational Qualifications

## The Effect of Familiarity with ICT

A crucial requirement for those interested in Slivers of Time working is to have or to develop familiarity with ICT. Those who already have such familiarity will therefore be at an advantage in converting any interest in Slivers of Time working into reality. For both those who have access to mobile phones and those who have access to a computer at home there were higher levels of interest in Slivers of Time working than among those who did not have such access (see Table 52). Access to a computer elsewhere than at home did not indicate increased interest in Slivers of Time working. However this category is not exclusive of those who have access to a computer at home and is therefore a complex category to analyse.

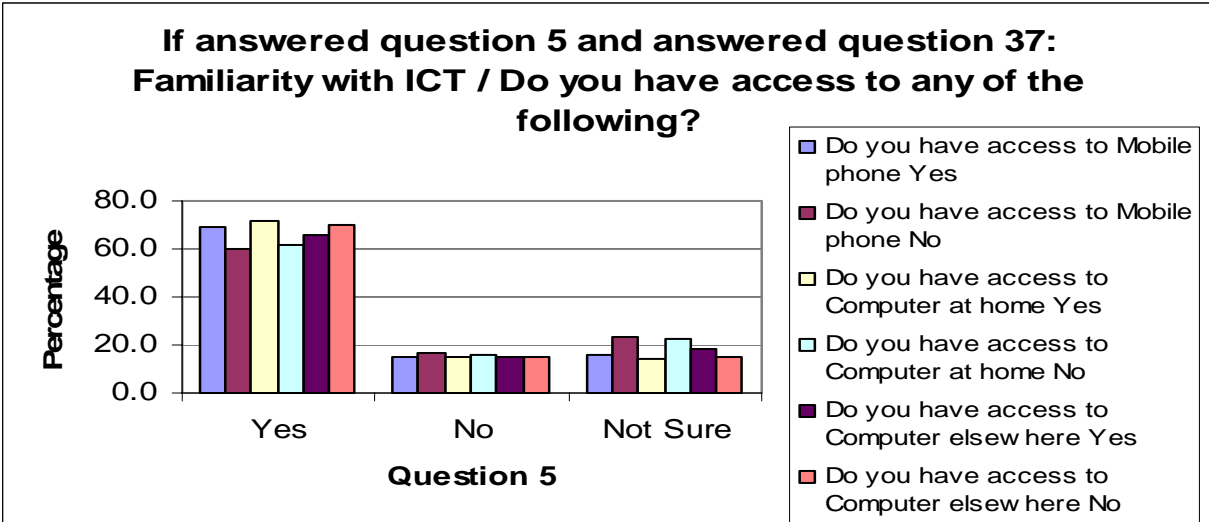


Table 52: Variation in Interest in Slivers of Time Working according to Familiarity with ICT

**Regular Surfers, Time Traders and Slivers of Time**

As with access to a computer, access to the internet is an important ingredient of being able to do Slivers of Time working. Those who access the internet are therefore already well positioned to work in this way, and we would anticipate that those already using the internet would have a greater interest in Slivers of Time working. This is born out in Table 53 where those who have access to the internet are a full 15 percentage points more interested in Slivers of Time working than those who do not. A lesser, but still significant, difference is indicated in terms of access to mobile phones (which is again an important asset for being able to do Slivers of Time working). Both those who use the internet to buy and sell and those using it to seek paid work were more likely to be interested in Slivers of Time working.

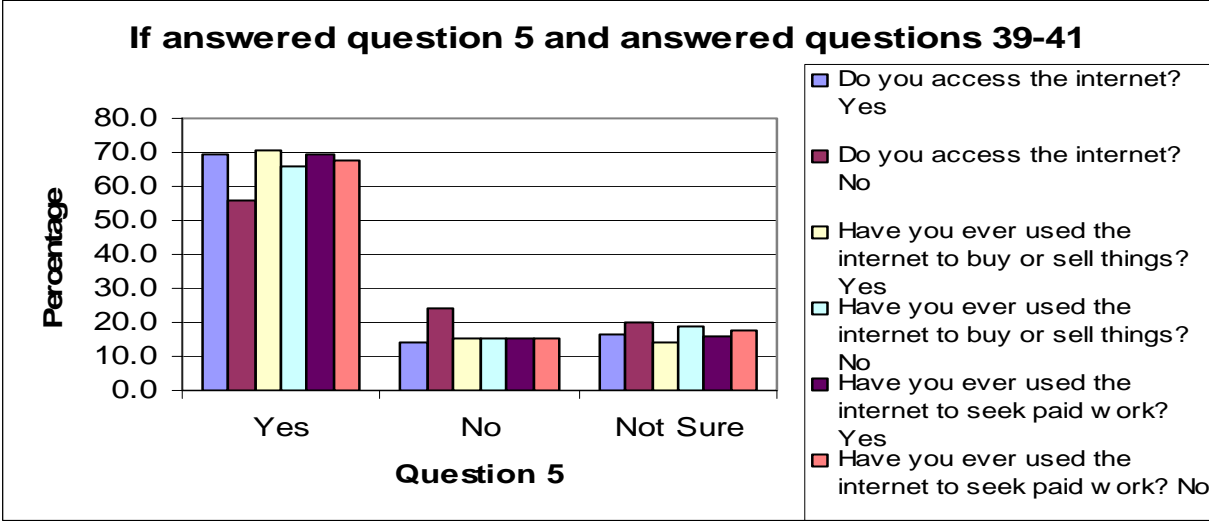


Table 53: Variation in Interest in Slivers of Time Working according to Level and Type of Internet Use

## CONCLUSIONS

The research into the potential take up of Slivers of Time working in the London Borough of Newham reveals a high level of interest among those surveyed (68%). The type of person who would be most interested would appear to be younger (in 16-24 age group, although there are indications of significant interest among the group approaching retirement), and male. There would appear to be a significant stock of hours among those interested in working this way; among those already in paid work, up to 16 hours. Ethnicity does not seem to be a factor around which interest in Slivers of Time working varies. Although (as we would anticipate) those who already use computers and the internet display a higher level of interest in Slivers of Time working, this is not substantially larger than those who do not already use a computer at home or use the internet. Indeed there was a lot of interest in the potential of getting free training in using computers if Slivers of Time working was taken up. Of the areas of activity where Slivers of Time working is thought to be most prevalent, office and retail work is what most of those in the survey who do or are looking for paid work are involved or interested in. In general the response of those in the survey to working more flexibly (as indicated by the attitude scale items) was very positive.

Of those who were not interested in Slivers of Time working care responsibilities and potential loss of welfare benefits would appear to be significant reasons for their lack of interest. There was also less interest among those with no qualifications, this is despite the fact that Slivers of Time working would be particularly suitable for unskilled work. In terms of how Slivers of Time working interfaces with the benefit system, there was little interest shown among survey participants in schemes to taper benefit reductions gradually against increased Slivers of Time earnings, or trial periods where Slivers of Time working can be carried whilst claiming benefit. There were also many issues regarding a lack of accurate knowledge about whether and what amount of income can be retained from doing paid work before benefits are reduced.

The survey findings represent a strong case for increased government information and backing for a Slivers of Time working scheme. Among those who were already interested in Slivers of Time working, a higher level of interest was considered likely if the scheme was promoted and supported by the government. This promotion could dovetail with efforts to make the benefits / paid work interface more amenable to getting people to work and more clearly understood by the public. A substantial number of those who expressed an interest in doing Slivers of Time working also believed that such schemes would be beneficial to other people in their neighbourhood.

It should be noted however that the research reported here is based upon research into a sample population which departed from the selected sample frame. There was an over-representation of younger people interviewed and in particular those who are in full or part time education, and fewer older people many of whom as they reach retirement age would be interested and appropriate candidates for Slivers of Time working. There is indeed some limited evidence for this in the survey.

Furthermore, the lack of availability of clear information about what is proposed in terms of Slivers of Time working was a major handicap to the survey. The main reason many respondents indicated not being interested in Slivers of Time working was a lack of information about what it involves. It is imperative that future research projects concerning Slivers of Time working are action-based and enable respondents to gain familiarity with a Slivers of Time working before being asked about their attitudes and interest in continuing to work in this way.

Many of the ethical, regulatory and employment rights issues about Slivers of Time working will not surface for research purposes until some action based pilots and demonstration projects have taken place.

# APPENDICES

# **APPENDIX 1: SURVEY FORM**

# SLIVERS OF TIME WORKING SURVEY 2005-2006

## INTRODUCTORY COMMENTS AND QUESTIONS

Good day, my name is ..... and I am employed by a project at Newham College; here is my identification (**Show ID card**). I am conducting some research on the feasibility of a Slivers of Time service for Newham. Can I first ask if you have already been interviewed in connection with this research recently?

**If they say they have already been interviewed, thank the person for their time before ending the interview. If they say they have not yet been interviewed, carry on.**

Slivers of Time is a new way of working. It allows anyone with available spare hours to sell them to employers. You may only be available for a couple of hours but employers need people for short bookings all the time. Anyone who decides to do Slivers of Time working decides when they will be available.

**At this point the person should also be shown the illustrative slide about Slivers of Time.**

Would you be interested in answering our survey questions? It will take about 20 minutes and your responses will be treated in the strictest confidence.

**If the interview is agreed the interviewer then records the following information -**

INTERVIEW	LOCATION:	DATE:	TIME:	INTERVIEWER NAME:

## ATTITUDES TO WORK: To what extent do you agree with the following statements?

(1) I would rather do different types of work than having to do the same job all the time.

a) Strongly Agree 1 b) Agree 2 c) Unsure 3 d) Disagree 4 e) Strongly Disagree 5

(2) I would rather work at different places on different days than work in the same location all the time.

a) Strongly Agree 1 b) Agree 2 c) Unsure 3 d) Disagree 4 e) Strongly Disagree 5

(3) If I knew I would earn more money by being more reliable, I would be motivated to do a better job.

a) Strongly Agree 1 b) Agree 2 c) Unsure 3 d) Disagree 4 e) Strongly Disagree 5

(4) I would rather work with an internet site to find me the kind of work that I want than with someone in a recruitment agency.

a) Strongly Agree 1 b) Agree 2 c) Unsure 3 d) Disagree 4 e) Strongly Disagree 5

## SLIVERS OF TIME WORKING

(5) On the basis of what you know about it, if you were able to participate in Slivers of Time working would you be interested in doing so?

Yes 1 No 2 Not Sure 3

**If the person replies YES please proceed to question number 9**

(6) If answered **NO** or **NOT SURE** to question 5 is it because of any of the following reasons? Please select as many of these that apply to you. **[ SELECT EITHER 1 = YES OR 2 = NO ]**

a) Concern about loss of welfare benefits		b) Cannot use a computer	
c) Have no available spare time to sell		d) Would need to know more about the scheme	
e) Other (Please state reasons...)			

**If the person has chosen (a) then also ask question 7. If the person has chosen (b) then also ask question 8. If they have not chosen either of these responses then please go to question 9.**

(7) IF concern about loss of welfare benefits was a reason you gave at question 6, would you be willing to try Slivers of Time working if you were assured by Government that you could go straight back on benefits if you wanted to withdraw from Slivers of Time?

Yes 1 No 2 Not Sure 3



(8) IF not being able to use a computer was a reason you gave at question 6, would you be willing to try Slivers of Time working if you were offered free dedicated training and support in using computers?					
Yes	1	No	2	Not Sure	3

(9) Do you think you would be more or less keen to participate in Slivers of Time working if it were promoted and supported by the Government?			
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a) More keen	1	b) Less keen	2	c) Not Sure	3
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(10) Do you think that Slivers of Time working would be beneficial to other people in your neighbourhood?			
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Yes	1	No	2	Not Sure	3
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(11) If you were interested in doing Slivers of Time working, and if travel costs were paid, how far would you be willing to travel on a daily basis? (e.g It is almost 4 miles from East Ham to Stratford)			
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a) Not willing to travel	1	b) Up to 1 mile	2	c) 1 to 3 miles	3	d) 3 to 6 miles	4	e) Over 6 miles	5
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(12) Do you have existing commitments that you have to make arrangements for before you do paid work?			
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Yes	1	No	2
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(13) Do you have spare hours in an average week in which you can earn extra money?	Yes	1	No	2
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(14) If YES how many extra hours above your existing commitments in an average week would you be willing to work? Please select just one response.			
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Up to 5 hours	1	5 – 10 hours	2	10 or more hours per week	3
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(15) Do you know how much money can be earned per week before it effects benefit entitlement?			
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Yes	1	No	2
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(16) If YES, please state how much you think can be earned per week before it effects benefit entitlement?			
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Insert figure in pounds here >	£
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**IN PAID WORK:**

(17) Are you doing any paid work at present?			
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Yes	1	No	2	<b>IF NO PLEASE GO TO QUESTION NUMBER 21 BELOW. IF YES PLEASE PROCEED.</b>
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(18) Please indicate number of paid hours you currently work in an average week			
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<b>Number of Hours worked per average week</b>	>
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(19) What level of skill do you think your work mainly involves at present? Please select just one response.			
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a) Skilled work	1	b) Semi-skilled work	2	c) Unskilled work	3	d) Work that varies between skill levels	4
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(20) Here is a list of 10 types of work considered most suitable for Slivers of Time working. Which of these, if any, do you think you mainly work in at present? Please select as many responses as you think apply to you.			
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[ SELECT EITHER 1 = YES OR 2 = NO ]

a) Office		b) Retail		c) Security		d) Manual work		e) Hospitality / Catering	
f) Care Work		g) Teaching		h) Driving		i) Sales work / interviewing		j) Call Centre / Customer services	

**NOW PLEASE GO TO QUESTION NUMBER 30**

**SEEKING PAID WORK:**

(21) Are you actively seeking paid work at present?			
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Yes	1	No	2	<b>IF NO PLEASE GO TO QUESTION 27 BELOW. IF YES PLEASE PROCEED.</b>
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**Please select just one response to each of the following questions -**

(22) Are you looking for work that is –			
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a) Up to 16 hours per week?	1	b) Between 16 and 30 hours per week?	2	c) Over 30 hours per week?	3	d) Any amount of hours?	4
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(23) Are you looking for work that is -			
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a) Permanent	1	b) Temporary	2	c) Either permanent or temporary	3
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(24) Are you looking for work that can be done -			
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a) For an employer	1	b) On a self-employed basis	2	c) Either for an employer or on a self-employed basis	3
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(25) What skill level of work do you think you are most likely to get?							
a) Skilled work	1	b) Semi-skilled work	2	c) Unskilled work	3	d) Work that varies between skill levels	4

(26) Here is a list of 10 types of work considered most suitable for Slivers of Time working. Which of these, if any, do you think you are seeking work in? Please select as many responses as you think apply to you.

**[ SELECT EITHER 1 = YES OR 2 = NO ]**

a) Office		b) Retail		c) Security		d) Manual work		e) Hospitality / Catering	
f) Care Work		g) Teaching		h) Driving		i) Sales work / interviewing		j) Call Centre / Customer services	

**NOW PLEASE GO TO QUESTION NUMBER 30**

**NOT CURRENTLY SEEKING PAID WORK**

(27) If you are not doing any paid work at present and you are not actively seeking work, can you indicate which of the following may be the main reason why? Please select just one reason. If there is more than one reason, please only select the one that you think is the main one.

a) Disability	1	b) Lack of Appropriate Skills / Knowledge	2	c) Poor health	3
d) Care responsibilities	4	e) Can manage on current benefit income and not looking for work at present	5	f) Busy with education	6
g) Other	(Please state)				

If potential loss of current benefit entitlements is a main reason for you not undertaking or seeking paid work, would you consider paid work if you could -

(28) - retain your full Benefit entitlement for at least 6 months?	Yes	1	No	2	Not sure	3
(29) - retain some of your Benefits, depending on how much you earned from working?	Yes	1	No	2	Not sure	3

**ABOUT YOU:**

<b>(30) AGE</b>	What was your age at your last birthday?	<b>(31) GENDER</b>	Male	1	Female	2		
<b>(32) ETHNICITY:</b>	Please indicate which of the following you think best describes your ethnicity -							
a) White British	1	b) White Irish	2	c) Any other White background		3		
d) Black British	4	e) Black African	5	f) Black Caribbean	6	g) Any other Black background	7	
h) Asian British	8	i) Asian Indian	9	j) Asian Pakistani	10	k) Asian Bangladeshi	11	
l) Any other Asian background		1	m) Mixed Ethnicity – White / Black Caribbean		3	n) Mixed Ethnicity – White and Black African		4
o) Mixed Ethnicity – White and Asian		5	p) Mixed Ethnicity – White and Black Caribbean		1	q) Chinese		16
r) Any other ethnic group?		17	Please state .....					

**ABOUT YOUR HOUSEHOLD:**

(33) Do you live on your own? (i.e. as a one-person household)	Yes	1	No	2
(34) Do you have any responsibility for any of the following? Please select all that apply				
<b>[ SELECT EITHER 1 = YES OR 2 = NO ]</b>				
a) Dependent children		b) Dependent elders		c) Dependent others
If you selected 'c) Dependent Others' please state who they are (e.g. dependent friend) here.				

**ABOUT YOUR BENEFITS:**

(35) Do you currently receive any of the following benefits? Please select all that apply				
<b>[ SELECT EITHER 1 = YES OR 2 = NO ]</b>				
a) Income Support		b) Job Seekers Allowance		c) Incapacity Benefit
d) Housing Benefit		e) Other benefits (Please state which)		

<b>ABOUT YOUR QUALIFICATIONS:</b>	
(36) What qualifications do you have? Please select all categories that apply. (Show the options to the person being interviewed) <b>[ SELECT EITHER 1 = YES OR 2 = NO ]</b>	
a) One O Level / CSE / GCSE (any grade)	b) 5 + O Levels / CSE Grade 1 / GCSE A-C or School Certificate
c) One or more A Level / AS Level	d) 2 + A Level, 4 or more AS Level or Higher School Certificate
e) First Degree (e.g. BA, BSc)	f) Higher Degree (PG Certificate / Diploma, PGCE, MA, PhD)
g) NVQ Level 1, Foundation GNVQ	h) NVQ Level 2 Intermediate GNVQ
i) NVQ Level 3, Advances GNVQ	j) NVQ Level 4/5, Higher National Certificate / Diploma (HNC / HND)
k) Other qualifications (e.g. City and Guilds, RSA / OCR, BTEC / Edexcel)	
l) No Qualifications	

<b>ABOUT COMPUTER AND INFORMATION TECHNOLOGY:</b>							
(37) Do you have access to any of the following? (Please select all responses that apply). <b>[ SELECT EITHER 1 = YES OR 2 = NO ]</b>							
a) Mobile phone	b) Computer at home	c) Computer elsewhere					
(38) If you access computers elsewhere and outside of your home, please indicate where. Please select all that apply. <b>[ SELECT EITHER 1 = YES OR 2 = NO ]</b>							
a) At work	b) At a friends or relatives	c) At an internet café	d) At a library	e) At a community centre			
(39) Do you access the internet?				Yes	1	No	2
(40) Have you ever used the internet to buy or sell things?				Yes	1	No	2
(41) Have you ever used the internet to seek paid work?				Yes	1	No	2
(42) Do you use your mobile phone to receive and send text messages?				Yes	1	No	2
(43) Do you have a CV? (a listing of your qualifications, skills, work experience etc)				Yes	1	No	2

<b>FINALLY.....</b>				
IF you are interested in more details about participating in Slivers of Time working, please complete the slip below and tick the appropriate box to receive more information. IF you are also interested in entering the Prize Draw (First Prize £100 with two runners up prizes of £50 each. To be drawn end of February 2006) please complete the slip and tick the appropriate box. IF you neither wish to receive more details about participating in Slivers of Time working nor wish to enter the prize draw, then do not complete the slip.				
NAME	TELEPHONE No.			
ADDRESS				
POST CODE	E-MAIL ADDRESS			
Do you want to receive more details about participating in Slivers of Time?	Yes	1	No	2
Do you want to be entered in the prize draw?	Yes	1	No	2

THANK YOU FOR YOUR TIME

## APPENDIX 2: REFERENCES

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