

DECENT WORK: A JOB TO BE DONE

Full labour market assessment

This paper is published as a supplement to the research study 'Decent Work for Scotland's Low-Paid Workers: A job to be done', from Oxfam Scotland, University of West of Scotland and Warwick Institute for Employment

The paper assesses how Scotland is performing against the 26 factors prioritised by research participants as important for 'decent work'. Some of the data from this paper is used in the larger report, although this paper also contains additional information on the labour market in Scotland and the UK.

INTRODUCTION

This paper assesses how Scotland's workplaces and labour market are performing against the 26 factors research participants prioritised as important for 'decent work' in the fuller study 'Decent work for Scotland's low-paid workers: a job to be done?'. Some of the data from this paper is used in the larger report, although this paper also contains additional information on the labour market in Scotland and the UK.

The assessment was produced through a desk-based analysis of existing survey data on Scottish and UK labour markets and workplaces, including the Labour Force Survey; the Annual Population Survey; the Scottish Health Survey; the European Working Conditions Survey; the Workplace Employment Relations Study; and other available data. It also integrates data produced by Citizens Advice Scotland from its bureaux across Scotland¹ as well as other sources.

It must be emphasised that while we have used the best available and most recent data, labour market data for Scotland is neither fully comprehensive nor sufficiently timely and this means that there are clear gaps in our assessment. In particular, for certain indicators we have had to use data from as far back as 2010. We have also had to use UK data where Scottish data is not available. Some indicators do not clearly reflect the concept described. For example, we have not identified a suitable indicator to reflect the concept of 'fair pay versus senior staff', although some relevant information on the general topic area is included. We have disaggregated data by gender where possible, however, some data does not allow for this. For some calculations we have had to combine data sources.

Despite these data challenges, we believe this assessment provides a useful insight into the Scottish labour market's performance in delivering against the priorities for decent work identified by low-paid workers.

1 Is Scotland's labour market delivering a decent hourly rate?

In 2015, 444,000 employees in Scotland (19.5%) were paid less than the then voluntary Living Wage of £7.85 an hour.² Almost two-thirds of this group were women.³

The proportion of employees earning less than the voluntary Living Wage has increased by 0.2% from 2014.⁴ It should also be acknowledged that the voluntary Living Wage does not necessarily meet basic needs, particularly when considering the extra costs certain households face, including those with children or disabled people who are unable to work.⁵ For these households, while pay is undoubtedly important, it needs to work in conjunction with a social security system that recognises the extra costs they face.

As well as making up two-thirds of low-paid workers in absolute terms, female employees are relatively more likely to be low-paid compared with male employees (24% versus 15%)⁶ and concentrated in low-paid undervalued sectors.⁷

Data from Citizens Advice Scotland shows 13,081 new issues relating to pay and entitlements were raised with advice bureaux by members of the public in Scotland in 2014–15. This figure accounted for more than one-quarter of new employment-related issues and was one of the fastest-growing areas of advice provided, increasing by 19% on the previous year.⁸

2 Is Scotland's labour market delivering job security?

Office of National Statistics figures from April 2015 to March 2016 show there were 138,000 temporary employees (70,000 women and 68,000 men) in Scotland. This represents almost 6% of all employees. Almost 2% of all employees in Scotland – 45,000 people (26,000 men and 19,000 women) – reported being in temporary employment because they could not find a permanent job.⁹

Self-reported data from the European Working Conditions Survey (EWCS) shows that in the UK in 2015, 12.6% of workers reported they might lose their job in the next six months.¹⁰ This was a slight fall from 12.9% in 2010 but significantly higher than the 6.8% reported in 2005.¹¹ In 2010, men were more likely to fear losing their job in the next six months – 13.7% of men compared with 12% of women, although by 2015 women were slightly more likely to fear losing their job – 12.7% of women compared with 12.5% of men.¹²

Data from the Workplace Employment Relations Study (WERS) suggests that in Scotland in 2011, 21% of employees did not feel their job was secure. Women were slightly more likely to feel insecure (22% to 19%).¹³

In 2014–15, Scotland's citizens advice bureaux advised clients about 7,610 new issues relating to dismissal and 3,078 relating to redundancy.¹⁴ There were 683 issues relating to constructive dismissal, 2,847 issues relating to unfair dismissal and 1,406 issues relating to wrongful dismissal.¹⁵

3 Is Scotland's labour market providing paid leave?

In late 2014, an estimated 118,000 employees in Scotland (5.2%) did not receive the statutory minimum entitlement to paid holidays.¹⁶ While a gender split is not available for Scotland, at a UK level, women made up 53.3% of those who lost out.

A poll of low-paid workers across the UK in 2015 by Survation for the Joseph Rowntree Foundation found that 35% reported their employer pays maternity and paternity leave beyond the statutory minimum. Some 37% reported they did not, and 28% did not know.¹⁷

In 2014–15 citizens advice bureaux in Scotland reported 3,471 new issues relating to holidays and holiday pay (an increase of 21% on the previous year). There were 3,555 issues related to sick pay (up 26%) and 994 related to sick leave (up 24%).¹⁸

4 Are Scotland's workplaces safe?

Based on a 12-month rolling average between 2011–12 and 2014–15, 58,000 people in Scotland, 2.3% of the workforce, reported a non-fatal injury at work in the previous 12 months.¹⁹

During the same time-period, 88,000 people in Scotland, 3.25% of the workforce, reported illness caused or made worse by work in the previous 12 months.²⁰

Stress, depression or anxiety caused or made worse by work in the previous 12 months was reported by 33,000 people in Scotland, 1.2% of the workforce.²¹

Scotland's non-fatal injury rate of 2.3% is comparable to the UK's, while self-reported rates for stress and reported illness are slightly lower.

Data from the European Working Conditions Survey suggests that in the UK in 2010, 4.6% of workers reported they were subject to bullying or harassment at work in the previous 12 months.²² This was down from 5.4% in 2005.²³ Women were more likely to be subject to bullying or harassment – 6% of women compared with 3.3% of men.

Citizens Advice Bureaux in Scotland recorded 1,473 issues relating to health and safety at work in 2014–15, an increase of 14% on the previous year.²⁴

5 Do Scotland's employers provide supportive line managers?

In the 2013 Scottish Health Survey, 13% of Scottish adults in employment disagreed that their line manager encouraged them at work (18% were neutral, 60% agreed and 9% reported the question did not apply as they did not have a manager).²⁵ There did not seem to be discernible gender differences.

6 Is Scotland's labour market delivering fair pay for similar jobs?

In Scotland in 2016, 37% of workers aged 18–64 earning less than £20,000 per year surveyed in a YouGov opinion poll for this research disagreed that they were fairly paid compared with other similar jobs.²⁶ Men were more likely to feel they were not being paid fairly – 46% disagreed with the statement that they were paid fairly, compared with 32% of women.

In Scotland in 2015, the gender pay gap for all employees (full-time and part-time) stood at just under 15%.²⁷ This has decreased slightly in recent years, from 15.4% in 2014 and 16.9% in 2013.²⁸ The part-time pay gap is more substantial, standing at 33.5%, when comparing men's full-time pay with women's part-time pay. While not comparing like with like, this measure illustrates the undervaluation of part-time work. Across all occupations, women are paid less than men on average.²⁹

Based on tribunal data published by the UK government, Close the Gap estimates that the number of current (open) equal pay claims in the UK is 50,826.³⁰ Scottish data was not identified.

The UK government's new 'National Living Wage' of £7.20 an hour for workers aged 25 and over, while delivering a pay increase for a significant number of workers, is also likely to lead to issues around fair pay for similar jobs, given that those aged under 25 will still only receive the national minimum wage. This currently stands at £6.70 for workers aged 21–24; £5.30 for workers aged 18–21; £3.87 for workers under 18 and £3.30 for apprentices.³¹

7 Are Scotland's workplaces free from discrimination?

In the UK in 2010, 5.2% of workers (5.5% of women and 4.8% of men) reported they were subject to discrimination at work in the previous 12 months.³²

Research by the Equality and Human Rights Commission and the Department for Business, Innovation and Skills in 2015 found that 11% of mothers experienced pregnancy and maternity discrimination resulting in them having to leave their jobs.³³

Unwanted sexual attention is a specific form of discrimination, which also relates to participants' desire for a safe working environment (ranked fourth). In the UK in 2010, 2.4% of workers (3.5% of women and 1.5% of men) reported being subject to unwanted sexual attention at work in the previous 12 months.³⁴ This was down from 3.6% in 2005.³⁵

Beyond this, research by the TUC, in collaboration with the Everyday Sexism project, this year, found that 52% of women polled had experienced sexual harassment in the workplace. The figure rises to 63% for 18-24 year-olds.³⁶

In 2014–15 Citizens Advice Bureaux in Scotland reported 1,556 discrimination/human rights issues related to employment, an increase of 15% on the previous year.³⁷ It is worth noting that much discrimination goes unreported. For example, the TUC research found that four out of five women did not report sexual harassment to their employer.³⁸

8 Do Scotland's workers enjoy purposeful and meaningful work?

In Scotland in 2011, 8% of employees indicated that their work did not provide them with a sense of achievement, while 9% were not satisfied with 'the work itself'. There did not seem to be discernible gender differences.³⁹

In the UK in 2010, 7.2% of workers (8.9% of men and 5.3% of women) said that their job rarely or never gave them the feeling of 'work well done'.⁴⁰ A further 17.7% said their job sometimes gave them the feeling of work well done, while 75.1% said their job gave them the feeling of work well done always or most of the time.

9 Is Scotland's labour market delivering regular hours?

In April-June 2015, an estimated 51,000 people in employment in Scotland (1.9% of the total workforce) were on a zero-hours contract.⁴¹ A breakdown by gender is not available for Scotland, although at a UK level more women in employment were on a zero-hour contract than men (2.8% compared with 2.1%).

In 2015, 233,000 people in employment in Scotland were underemployed: 9.2% of the total.⁴² Women are more likely to be underemployed than men. In 2014, 121,700 of women (9.9%) were underemployed compared with 94,900 men (7.3%).⁴³

In 2014/15, citizens advice bureaux in Scotland advised clients on 411 new issues specifically relating to zero hours contracts, an advice area they state has become 'increasingly common' in the last three years.⁴⁴

10 Do Scotland's employers deliver support after absence from work?

In Scotland in 2016, 21% of workers aged 18–64 earning less than £20,000 per year surveyed in a YouGov opinion poll for this research disagreed that their employer provides appropriate support to help employees return to work following an absence due to injury or ill-health.⁴⁵ Men were more likely than women to disagree that their employer provided appropriate support (26% to 19%).

11 Is Scotland's labour market delivering opportunities for progression?

In Scotland in 2016, 59% of workers aged 18–64 earning less than £20,000 per year surveyed in a YouGov opinion poll for this research disagreed that they have opportunities for promotion and career progression in their current job.⁴⁶ There do not seem to be discernible gender differences.

In the UK in 2010, 53.4% of workers reported that their job did not offer good prospects for career advancement.⁴⁷ This was down from 57.6% in 2005.⁴⁸ Men were slightly more

likely to feel their job did not offer good prospects for career advancement: 54.9% of men compared 51.7% of women.⁴⁹

12 Do Scotland's employers expect unpaid overtime?

In the UK in 2010, 35% of workers (39.5% of men and 30% of women) reported working in their 'free time' once a month or more in order to meet work demands in the past year.⁵⁰

13 Do people in Scotland work with supportive colleagues?

In the 2013 Scottish Health Survey, 7% of Scottish adults in employment disagreed that they got the help and support they needed from work colleagues.⁵¹ There did not seem to be discernible gender differences.

14 Do workers in Scotland have enough time for tasks?

In the 2013 Scottish Health Survey, 55% of Scottish adults in employment reported they sometimes, often, or always had unrealistic time pressures at work.⁵² There did not seem to be discernible gender differences across the Scottish workforce as a whole. However, female workers earning less than £20,000 were 12–13% more likely to report sometimes, often, or always having unrealistic time pressures at work. Given that 75% of part-time workers are female, this may relate to part-time workers having a workload that is not commensurate with their contracted hours.

15 Do Scotland' employees have workplace representation?

In 2015, 32% – 730,000 employees – in Scotland were trade union members. While this figure was up 1.6% from 2014, trade union membership has declined by 7% since 1995.⁵³ In 2014 women were more likely to be trade union members than men (34.2% versus 29.8%).

Beyond trade union membership, in 2013, 47% of Scottish adults in employment agreed that staff at their employer were consulted about changes at work; 31% disagreed. Men were slightly more likely to agree that consultation took place compared with women (48% versus 45%).⁵⁴

16 Is Scotland's labour market delivering additional financial benefits beyond pay?

Provisional figures for 2015 show that the proportion of employees without workplace pensions in Scotland was 42% in the private sector and 11% in the public sector.⁵⁵ Workplace pension membership has increased since 2014, driven by an increase of 5.9% in the private sector, although the public sector saw a 1.5% decrease.⁵⁶ The data does not allow a gender breakdown. However, wider research suggests that women are less likely to have access to an occupational pension scheme and are more likely to experience poverty in their retirement.⁵⁷

A poll of low-paid workers across the UK in 2015 found that 20% reported their employer provided assistance with childcare, 58% reported they did not and 22% said they did not know.⁵⁸ The same poll found that 21% of respondents reported their employer provides financial advice from a third party – e.g. access to a free confidential information phone line – while 56% reported they did not and 23% said they did not know. Similarly, 18%

reported their employer provides financial assistance to employees in need, 54% reported they did not and 26% reported they did not know.⁵⁹

There is clear evidence of the cost of childcare and lack of provision impacting on parents' ability to access and sustain decent work. Scotland has high and increasing childcare costs,⁶⁰ while research from Save the Children suggests that a quarter of parents in severe poverty have given up work while a third have turned down a job because of difficulties with childcare.⁶¹

Advice on benefits is the most common area of advice given in Scotland's Citizens Advice Bureaux. Some 220,000 new issues relating to benefits were recorded in 2014–15, representing 38% of the total number of issues reported by Citizens Advice Bureaux. This includes 12,474 new Working Tax Credit issues (up 16%) and 11,710 related to Child Tax Credit (a rise of 17%).⁶² This indicates that people are frequently seeking help about tax credits and other in-work benefits from an external third party, rather than from their employer.

17 Do Scotland's employees have the ability to develop and use skills?

In Scotland in 2011, 22% of employees reported not being satisfied that their work provided the opportunity to develop their skills in their job. There did not seem to be discernible gender differences.⁶³

There are also issues with workers being overqualified or skills being underused within the current labour market. The UK Commission on Employment and Skills estimated that 17% of the Scottish workforce was over-qualified or over-skilled for their job in 2013, unchanged from 2011.⁶⁴

18 Is Scotland's labour market delivering predictable pay?

While no specific indicator has been identified for this area, there is clearly overlap with regular and predictable working hours (ranked 9th) and job security (ranked 2nd). Specifically, 51,000 people were on zero-hours contracts in April–June 2015⁶⁵ while there were 138,000 temporary employees in 2015.⁶⁶

In addition, self-employment is a particular issue given the unpredictability of income and the large number of self-employed workers – 49% across the UK – who are estimated to be low-paid.⁶⁷ Between December 2015 and February 2016, 287,000 people in Scotland were self-employed: 191,000 men and 96,000 women.⁶⁸

In 2014–15, Citizens Advice Bureaux advised clients on 1,636 new issues relating to illegal pay deductions, an increase of 25.6% on the year before. This is one of the fastest growing areas of employment advice.⁶⁹

19 Do Scotland's employees have access to training opportunities?

In Scotland in 2011, 21% of employees were not satisfied with the amount of training they received. Excluding health and safety training, 30% of employees reported not receiving any training in the previous 12 months. There did not seem to be discernible gender differences.⁷⁰

There is evidence to suggest that low-paid workers are the least likely of all workers to

access in-work training. A poll of low-paid workers across the UK in 2015 found that 19% reported that their employer does not provide work-related training.⁷¹ The same poll also found 79% of employees who were paid more than the voluntary living wage said their employer provides training, compared with 69% of those paid less than the living wage.⁷²

20 Is Scotland's labour market delivering jobs in accessible locations?

In Scotland in 2011, excluding those who worked from home, 8% travelled 30 kilometres or more while 43% travelled between 5 and 30 kilometres.⁷³ In the UK in 2010, 37% of workers had a daily commuting time of an hour or more.⁷⁴

A poll of low-paid workers across the UK in 2015 found that 20% reported their employer provides assistance with transport costs such as a season ticket loan for train or bus, 64% reported they did not, while 16% did not know.⁷⁵

21 Is Scotland's labour market delivering flexible hours?

In Scotland in 2011, 31% of employees reported having no influence over the time they start and finish the day.⁷⁶

22 Is Scotland's labour market delivering work that does not involve excessive hours?

In 2015, an estimated 244,000 workers in Scotland were working more than 48 hours a week.⁷⁷ This represents an increase of 6% on 2010, following a decline in the previous decade. A gender breakdown at a Scottish level is not possible. However, at a UK level men were significantly more likely to work long hours than women (although long hours for women were on the increase).⁷⁸

In 2015, 769,000 people in employment in Scotland (35%) reported they would prefer to work shorter hours than at present in their current job. Men were more likely than women to report they wanted to work shorter hours (37.4% vs. 33.4%). When asked if they wanted to work shorter hours in their current job even if it meant less pay, the figure fell to 252,000 (12%).⁷⁹ The gender split was reversed in this instance with slightly more women than men preferring to work fewer hours even with less pay (12% vs. 11%).

23 Is Scotland's labour market delivering fair pay compared with senior staff?

No appropriate indicator for this factor was identified. However, the High Pay Centre estimated that in 2014, median pay for the highest paid executives working for 12 Scottish-based companies listed in the FTSE 350, was 40 times that of the median salary. It was also 77 times the pay of a worker on the minimum wage.⁸⁰

Further research suggests that the richest 1% of Scotland's population increased their share of total pre-tax incomes from 6.3% in 1997 to 9.4% by 2009.⁸¹

24 Is Scotland's labour market delivering socially worthwhile work?

In the UK in 2010, 7.3% of workers (8.5% of men and 5.8% of women) said that their job rarely or never gave them the feeling of doing useful work.⁸² 76.4% said their job gave them the feeling of doing useful work always or most of the time.

25 Do Scotland's workers have varied work?

In the UK in 2012, 66% of employees (aged 20-65) reported that there was a great deal or quite a lot of variety in their job. 19% reported some variety, 10% a little and 5% none at all.⁸³ Women were slightly more likely to report having little or no variety at work (15.8% to 13.8%).

A separate survey found that in the UK in 2010, 59.4% of workers reported that their main job involved monotonous tasks, an increase of 4.4% on 2005.⁸⁴ There did not seem to be discernible gender differences.

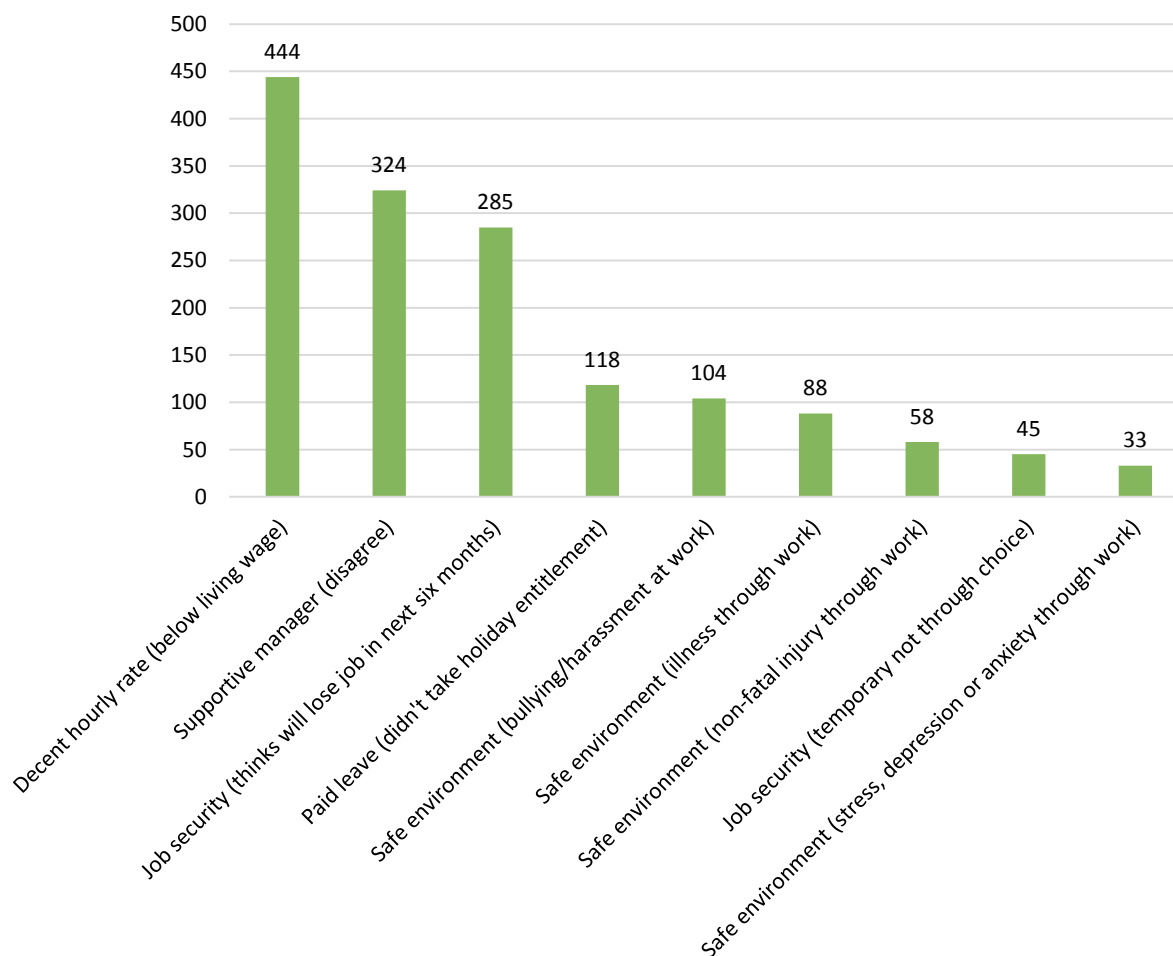
26 Do Scotland's workers have control and flexibility over their work?

In the 2013 Scottish Health Survey, 18% of Scottish adults in employment said that they seldom or never had a choice in deciding how they did their work.⁸⁵ Women were more likely to report seldom or never having a choice in how they deliver their work – 21% of women compared with 15% of men.⁸⁶

THE LABOUR MARKET ASSESSMENT IN TABLES

Table 1 shows the number of people within Scotland (in 000s) negatively impacted by the top five factors of decent work. Where more than one indicator is identified this is also included. For example, safe environment has four relevant indicators, while job security has two.

Table 1: Number of people impacted (top 5 factors)



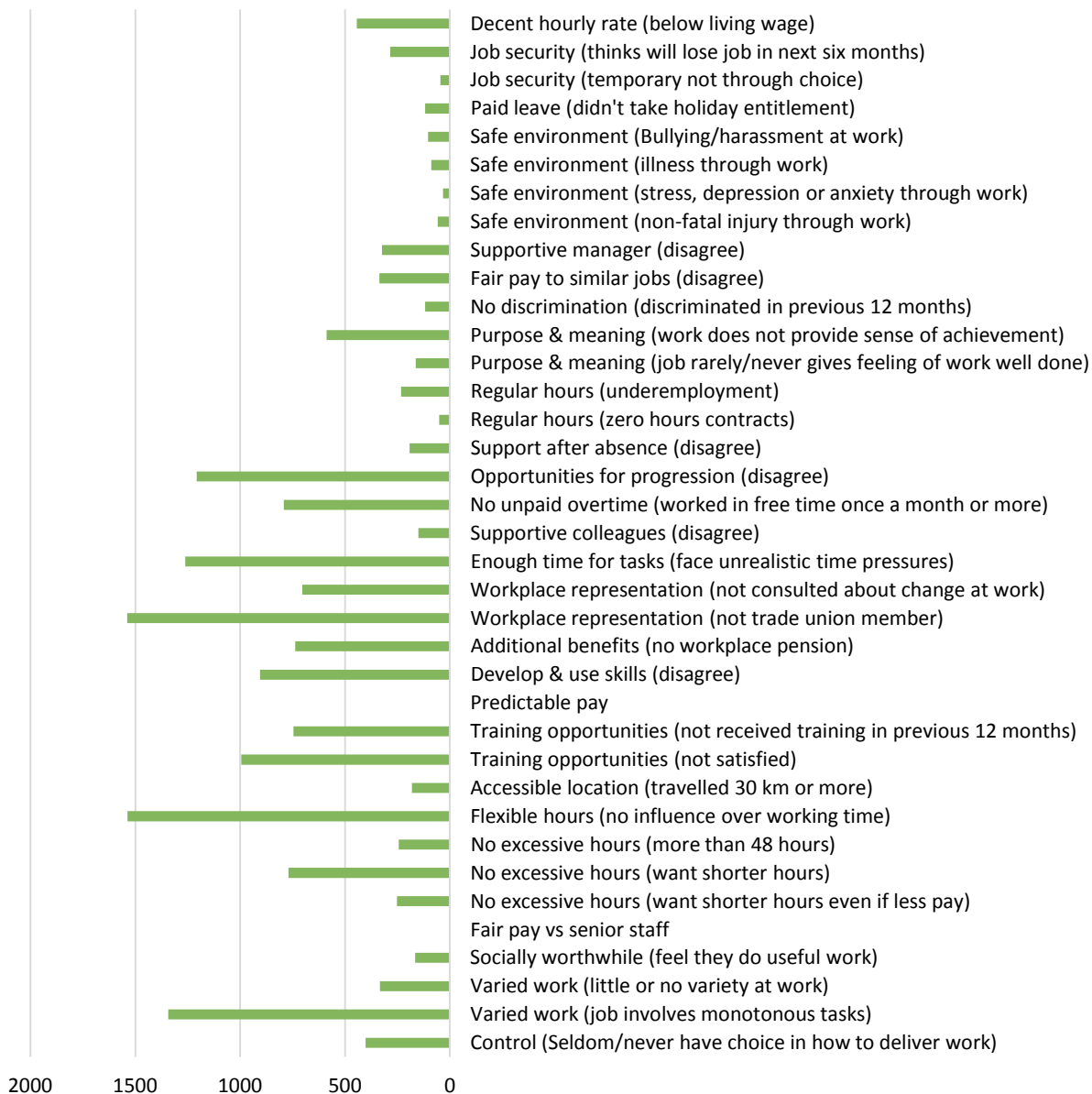
Note: Where figures from primary data sources are not available, figures have been calculated by applying survey data percentages to annual population survey estimates of 2,261,600 employees in Scotland in 2015. Nomis (accessed 26 July 2016): <https://www.nomisweb.co.uk/>. Detailed workings available on request.

It is worth noting that presenting the numbers in this way, while illustrating the scale of the issue tells us little about the severity of the particular issue for the individuals' impacted. For example, while 118,000 people are not able to take their full paid-leave entitlement, it may be that the level of detrimental impact for the individuals concerned is higher for those impacted by stress, depression and anxiety through work – though the number of people impacted by this is fewer (33,000).

Furthermore, it is noteworthy that the relative scale of each 'problem' varies hugely; partly depending on how it is defined. For example, should job security be measured by the fear of losing one's job in the next six months or being on a temporary contract not through choice?

Table 2 shows the estimated number of people within Scotland (in thousands) who are negatively impacted by each aspect of decent work. These are ranked by the importance assigned by our research participants, although where more than one appropriate indicator is identified this has also been included – meaning 35 indicators are included in total.

Table 2: Number of people impacted (top 26 factors)



Note: Where figures from primary data sources are not available, figures have been calculated by applying survey data percentages to annual population survey estimates of 2,261,600 employees in Scotland in 2015. Nomis (accessed 26 July 2016): <https://www.nomisweb.co.uk/>. Detailed workings available on request.

Where figures use YouGov polling of workers aged 18–64 earning under £20,000, percentages have been re-calculated to produce an overall figure for the Scottish labour market. This has been done using the Annual Survey of Earnings and Hours (ASHE), Annual Population Survey and YouGov data. This method should be treated with caution given the YouGov poll is not representative and a number of workers earning over £20,000 are likely to also be impacted. However, this does mean the percentages used are likely to be conservative underestimates. Detailed workings available on request.

As previously mentioned, the relative scale of each ‘problem’ varies hugely; partly depending on how it is defined. For example, should workplace representation be measured by trade union membership or by being consulted about change at work?

It also does not tell us whether the absence of a certain factor may be driving more

fundamental issues. For example, it may be that low levels of trade union membership are driving low wages and low levels of control at work.

Finally, it is worth noting that this labour market assessment is for all workers in Scotland, rather than for low-paid workers specifically, as labour market data is generally produced for the Scottish labour market as a whole. As this report and the wider study shows, many of the issue are more acute for low-paid workers, so an assessment of the labour market for low-paid workers could look very different. For example, many of the higher ranked priorities such as a decent hourly rate and job security would have relatively greater proportions of workers denied access.

NOTES

- 1 R. Gowans, Citizens Advice Scotland (April 2016) 'Seeking Decent Work': http://www.cas.org.uk/system/files/publications/seeking_decent_work_2016.pdf
- 2 In 2015, £7.85 was the living wage, as defined by the Living Wage Foundation. It is currently £8.25 and is revised annually – with the next up-rating due in November 2016.
- 3 Scottish Government Living Wage national indicator (data taken from Office for National Statistics Annual Survey of Hours and Earnings): <http://www.gov.scot/About/Performance/scotPerforms/indicator/livingwage>
- 4 Scottish Government Living Wage national indicator (data taken from Office for National Statistics Annual Survey of Hours and Earnings): <http://www.gov.scot/About/Performance/scotPerforms/indicator/livingwage>
- 5 The Living Wage calculation is based on the JRF's minimum income standard which looks at what households need for a basic standard of living. While the annual up-rating accounts for changes to this minimum standard it is also tied to a cap above average earnings. This leads to a gap between the 'reference rate', which is currently £9.31, and the actual living wage, which is currently £8.25. For more information on how the Living Wage is calculated see the Centre for Research and Social Policy, Loughborough University: <http://www.lboro.ac.uk/research/crsp/mis/thelivingwage/>
- 6 Scottish Government Living Wage national indicator (data taken from Office for National Statistics Annual Survey of Hours and Earnings): <http://www.gov.scot/About/Performance/scotPerforms/indicator/livingwage>
- 7 Scottish Parliament Information Centre (SPICe) (March 2015) 'The Living Wage': http://www.parliament.scot/ResearchBriefingsAndFactsheets/S4/SB_15-14_The_Living_Wage.pdf
- 8 R. Gowans, Citizens Advice Scotland (April 2016) 'Seeking Decent Work': http://www.cas.org.uk/system/files/publications/seeking_decent_work_2016.pdf
- 9 Office for National Statistics (July 2016) 'Regional labour market: Headline Indicators for Scotland': <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/headlineaboutforcesurveyindicatorsforscotlandhi1>
- 10 European Working Conditions Survey (2015): <http://www.eurofound.europa.eu/surveys/data-visualisation/sixth-european-working-conditions-survey-2015>. While results for this question are available, full results from the 2015 EWCS have not been released, so elsewhere in the report 2010 figures are used.
- 11 European Working Conditions Survey (2005): http://www.eurofound.europa.eu/sites/default/files/ef_files/docs/ewco/4EWCS/ef0698/statistical_annex.pdf
- 12 European Working Conditions Survey (2015): <http://www.eurofound.europa.eu/surveys/data-visualisation/sixth-european-working-conditions-survey-2015>. While results for this question are available, full results from the 2015 EWCS have not been released, so elsewhere in the report 2010 EWCS figures are used.
- 13 Workplace Employment Relations Survey (2011), Scottish sample of 2,414 workers: <https://www.gov.uk/government/publications/the-2011-workplace-employment-relations-study-wers>
- 14 R. Gowans, Citizens Advice Scotland (April 2016) 'Seeking Decent Work': http://www.cas.org.uk/system/files/publications/seeking_decent_work_2016.pdf
- 15 R. Gowans, Citizens Advice Scotland (April 2016) 'Seeking Decent Work': http://www.cas.org.uk/system/files/publications/seeking_decent_work_2016.pdf
- 16 Based on TUC estimates using Labour Force Survey data (July 2015): <https://www.tuc.org.uk/workplace-issues/employment-rights/working-time-holidays/17-million-people-missing-out-their-paid>
- 17 Survival for JRF (2015) <http://survation.com/polling-low-paid-workers-in-low-income-households-survation-for-the-joseph-rowntree-foundation/>. Sample was of low-paid workers who are also living in low income households as defined by the Minimum Income Standard.
- 18 R. Gowans, Citizens Advice Scotland (April 2016) 'Seeking Decent Work': http://www.cas.org.uk/system/files/publications/seeking_decent_work_2016.pdf
- 19 Health and Safety Executive (October 2015) using Labour Force Survey data in 'Health and Safety in Great Britain 2015': <http://www.hse.gov.uk/statistics/regions/country-and-region.pdf>
- 20 Health and Safety Executive analysis (October 2015) using using Labour Force Survey data 'Estimated new cases and

- rates of self-reported illness caused or made worse by work (three year average), by country and region of residence, for people working in the last 12 months': <http://www.hse.gov.uk/statistics/regions/tables.htm>
- 21 Health and Safety Executive analysis (October 2015) using Labour Force Survey data 'Estimated cases and rates of self-reported stress, depression or anxiety caused or made worse by work (three year average), by country and region of residence, for people working in the last 12 months': <http://www.hse.gov.uk/statistics/regions/tables.htm>
 - 22 European Working Conditions Survey (2010): <http://www.eurofound.europa.eu/surveys/ewcs/2010/datatables>
 - 23 European Working Conditions Survey (2005): http://www.eurofound.europa.eu/sites/default/files/ef_files/docs/ewco/4EWCS/ef0698/statistical_annex.pdf
 - 24 R. Gowans, Citizens Advice Scotland (April 2016) 'Seeking Decent Work': http://www.cas.org.uk/system/files/publications/seeking_decent_work_2016.pdf
 - 25 Scottish Health Survey (2013) 'Part 14 – stress at work': <http://www.gov.scot/Topics/Statistics/Browse/Health/scottish-health-survey/Publications/Supplementary2013>
 - 26 Poll carried out by YouGov Plc. Total sample size was 802 Scottish workers aged 18-64 earning less than GBP 20,000. Fieldwork was undertaken between 25th January - 15th February 2016. The survey was carried out online.
 - 27 Scottish Parliament Information Centre (SPICe) (January 2016) 'Earnings in Scotland – the gender pay gap': http://www.parliament.scot/ResearchBriefingsAndFactsheets/S4/SB_16-11_Earnings_in_Scotland_2015-the_gender_pay_gap.pdf. We use the mean rather than the median as the mean includes the highest and lowest rates of pay. Given women are more likely to be low-paid, using the median would exclude a significant number of low-paid women.
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