

WHAT MAKES FOR DECENT WORK?

A STUDY WITH LOW PAID WORKERS IN SCOTLAND INITIAL FINDINGS

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Executive Summary

The nature, experience, security and rewards from work have changed significantly in recent decades. Increasingly, large numbers of people experience work which is insecure and which is paid at levels which do not allow families to live above the poverty line.¹ In Scotland, around half of working age adults experiencing poverty live in working households.²

Discussions around minimum or living wages dominate the debate about the quality of work for those employed in low-pay sectors. Whilst clearly important, this only partially addresses the question of what is needed for 'decent work'. This wider concept was pioneered by the International Labour Organisation³ and the promotion of 'decent work for all' is one of the Sustainable Development Goals adopted by 193 countries at the United Nations in 2015.⁴

This research adapts and applies – using participatory research methods – the concept of 'decent work' in Scotland for the first time.⁵ Devised by Oxfam Scotland and the University of the West of Scotland (as part of the UWS-Oxfam Partnership), and in collaboration with the University of Warwick, the research consulted 1,500 people between October 2015 and February 2016 about what 'decent work' means to them. It focused on people with experience in low wage sectors or with low earnings – such as social care, hospitality, and cleaning – and specifically included demographic groups facing additional disadvantages in the workplace.

The consistency of the findings indicates a significant degree of consensus as to what matters to low paid workers in relation to 'decent work'. While 26 factors were identified as important for decent work, the top five – in order of importance to those consulted in the focus groups – were: sufficient pay to cover basic needs; job security; paid holidays and sick leave; a safe working environment; and a supportive line manager.

None of the factors which participants prioritise are unreasonable or extravagant. Nonetheless, the research suggests these expectations are too often not being met. The study's detailed findings should be considered by policy makers, employers and all stakeholders with an interest in improving working practices in Scotland in order to help move beyond a simplistic focus on employment rates. A full report will be published later in 2016.

Methodology

The approach to the consultation leaned heavily on the Oxfam Humankind Index which used mixed participatory research methods to ask people their priorities, concerns and ambitions about what they need to live well.⁶

In this research, 30 **focus groups** engaged 277 people in discussions about work and what it would take to make it decent. Participants were mostly employees in low paid sectors such as social care, hospitality, and cleaning. Particular efforts were made to engage demographic groups facing additional disadvantages in the workplace beyond low pay. This included young people, disabled people, black and ethnic minority communities, and lone parents. Sessions were held in Ayr, Cambuslang, Clydebank, Coatbridge, Edinburgh, Elgin, Glasgow, Livingston and Paisley.

Semi-structured one-to-one **interviews** were conducted with 18 individuals in Dumfries, Dundee, Edinburgh and Glasgow. Participants came from similar demographic backgrounds to the focus groups.

At 11 participatory **street stalls** 433 people engaged with the project. Stalls were set up across Scotland in areas with relatively high levels of multiple deprivation according to the Scottish Index of Multiple Deprivation (SIMD).⁷ Five were held in Glasgow and one each in Dundee, Falkirk, Edinburgh, Motherwell, Inverness and Paisley.

YouGov undertook an online **opinion poll** of 802 Scottish workers aged 18-64 earning less than £20,000.

Apart from the individual interviews, each of the methods resulted in a set of weighted rankings for decent work. Rather than amalgamate the results from the different methods, we have decided to keep them separate for simplicity and transparency. These rankings are detailed in Annex 1.

The focus groups were the most in-depth and deliberative of the engagement exercises. The findings from the focus groups are also validated by subsequent methods. For these reasons we have used the focus groups as the basis for Table 1 – Priorities for Decent Work (page 3).

A full report, containing additional analysis and an assessment, using nationally available data, of how Scotland is faring against these factors will be published later in the year.

Findings

While adopting slightly different approaches, each of the engagement methods used produced consistent results in terms of what people told us are the most important ‘factors’ for decent work.

The top four factors for decent work were the same across the focus groups and street stalls. Both ranked a decent hourly rate first and job security second. In the focus groups, paid leave was ranked third with a safe environment fourth. This order was reversed in the street stalls with safe environment ranked third, and paid leave ranked fourth. In total, nine of the top 10 factors and 14 of the top 15 factors were the same for both the focus groups and street stalls. The results of the opinion poll were also relatively consistent, replicating five of the top six factors and 10 of the top 12 from the focus groups and street stalls.

Overall, there was strong agreement amongst focus group participants that ‘basic needs’ involve a wage or salary that covers the basics in life, but is also sufficient to participate in society and to ‘save for a rainy day’. Job security meant, for example, having a permanent, secure contract. A supportive manager includes things like respect and appreciation for a job done well. The researchers found that, whilst these are the basic components of a decent job, in many people’s experience they are not being met.

Full results from the different methods, disaggregated by gender, are available in Annex 1. They show that women are more likely to value a supportive line manager, supportive colleagues and flexibility in choosing their working hours, perhaps reflecting their need to balance working with other responsibilities such as care. Men are more likely to value being paid fairly compared to other similar jobs, workplace representation, and work that does not involve excessive hours. Further demographic analysis beyond gender will be available in the full report.

While the full report will look at each of the 26 factors, pages four and five of this initial report look in detail at the top five factors identified in the focus group rankings. Quotations from the focus groups and individual interviews are used verbatim to highlight the impact these factors have on people’s lives.

TABLE 1 – PRIORITIES FOR DECENT WORK FROM FOCUS GROUPS

RANK	DESCRIPTION
1	Decent hourly rate: An hourly rate or salary that is enough to cover basic needs such as food, housing and things most people take for granted without getting into debt
2	Job security: Job security
3	Paid leave: Paid holidays and paid sick leave
4	Safe environment: A safe working environment free from physical and mental risk or harm
5	Supportive manager: A supportive line manager
6	Fair pay to similar jobs: Being paid fairly compared to other similar jobs
7	No discrimination: A job which in which there is no discrimination because of who I am
8	Purpose and meaning: Work that provides a sense of purpose and meaning
9	Regular hours: Regular and predictable working hours
10	Support after absence: Appropriate support to return to work following absence due to injury or ill health
11	Opportunities for progression: Opportunities for promotion and career progression
12	No unpaid overtime: An employer that does not expect me to arrive before or leave after my allocated hours or undertake unpaid overtime
13	Supportive colleagues: Supportive colleagues
14	Enough time for tasks: Enough time to do all the tasks required
15	Workplace representation: Available and effective representation to raise my voice within the workplace
16	Additional benefits: Access to financial benefits beyond pay such as help with childcare or signposting to additional support such as tax credits
17	Develop and use skills: Ability to develop and use skills in current role
18	Predictable pay: Predictable take-home pay
19	Training opportunities: Access to suitable and convenient training opportunities
20	Accessible location: A job that is easy to get to from where I live
21	Flexible hours: Flexibility in choosing my working hours
22	No excessive hours: Work that does not involve excessive working hours
23	Fair pay vs senior staff: Being paid fairly compared to senior staff
23	Socially worthwhile: Work that I believe is socially worthwhile
25	Varied work: Varied work
26	Control: Control and flexibility over how I deliver my work



1. An hourly rate or salary that is enough to cover basic needs such as food, housing and things most people take for granted, without getting into debt

Enough pay to cover basic needs was ranked top across the focus groups, street stalls and the opinion poll. During the focus group discussions, participants spoke of the importance of having a wage or salary that covered the basics in life, but was also sufficient to 'participate' in society, whether that be going for a meal with a friend or taking a holiday, and also being able to save for a rainy day.

"It's just not enough, how can I pay all my bills and rents and... buy a bus pass... it's just not evening out... It means you can't participate in basic things. I've got... my cousin's fortieth birthday's coming up at the end of the month, and that's a real issue for me 'cause I'm thinking 'How am I gonnae manage this financially?'"

Social care worker, female

"I'd love tae just say it was no' a' about the money... like the job satisfaction. I really dae want that. But I need the money."

Lone parent, female



2. Job security

Job security was ranked second for the focus groups, second for the street stalls and joint fourth for the opinion poll. During the focus group discussions, participants spoke about the importance of a permanent, secure contract. A number of participants were not aware whether they actually had a written contract.

"I lost my job today, because... well I didn't lose it, I just haven't got hours if that makes sense... and I've had no notice on that because I'm agency... and that's just been told today, 'Don't come back until the end of January'."

Agency worker, hospitality sector

"I would... work for two weeks at the distillery, because it was through the agency, then I would get the phone call on the Friday saying that I was paid off – so I'd have to sign off, sign back on the dole, then after the week they would phone me back up again and I was going through this for about three and a half months."

Former distillery worker, out-of-work, male



3. Paid holidays and paid sick leave

These basic entitlements were ranked third for the focus groups, fourth for the street stalls and joint fourth for the opinion poll. During the focus group discussions, participants emphasised the importance of paid holidays and paid sick leave in relation to work-life balance, but also raised more general issues related to terms and conditions.

"Conditions are important, like, your annual leave... my previous job, they never paid holiday pay. Like, we were on a zero hour contract and they didn't pay holiday pay."

Lone parent, female

"You put your names intae the hat tae see who's eligible for Christmas off. Your name doesn't get pulled, you work it. And it's the same people's name that get pulled all the time, the favourites... I've worked Christmas Day for the last three year... Never even got Boxing Day off."

Call centre worker, female



4. A safe working environment free from physical and mental risk or harm

Physical and mental safety was ranked fourth for the focus groups, third for the street stalls and second for the opinion poll. What became clear in the focus group discussions was that participants had problematic experiences regarding the physical aspects of work – such as safe and suitable tools and equipment for the job – but also regarding psychosocial aspects – such as a workplace environment featuring bullying. Aspects which straddled both, such as the lack of communal spaces to interact with colleagues, were also emphasised.

“A few girls have left in tears... there’s something far wrong when you’re leaving your work crying isn’t there?”

Community worker, female

“Mine [my work] should be shut down for health and safety it’s that bad. That heavy rain we had last week, the roof was leaking onto four of the computers and they just unplugged them at the mains and left them there and left to stand, put a bucket next to it to catching the rain.”

Call centre worker, female



5. A supportive line manager

This support was ranked fifth for the focus groups, sixth for the street stalls and eighth for the opinion poll. Female focus group participants valued it particularly highly, ranking it third, as compared to ninth for male participants. During the focus group discussions, participants emphasised the importance of a manager who supports staff to do their job well, is appreciative when employees do good work, and who understands both the personal and work-life needs of employees. Themes around respect, acknowledgement, and good communication from ‘management’ in general also featured heavily.

“Our bosses, they’ve done things like paid people’s flights to see their parents in another country when they’ve got ill... Which is really sweet, you know.”

Kitchen worker, female

“I’d go in, dae my ain shift fae seven o’clock tae four, go hame for a couple o’ hours, and then go in and cover for an extra three hours because they were short-staffed. And I just did not feel appreciated for dae’in that. But see if somebody came up to you and said at the end o’ the day like ‘Well done, thanks very much for dae’in that’... You’d be like that, ‘Brilliant’.”

Lone parent, female

Fiona is a single mother and self-employed book-keeper, from Govan in Glasgow, who does accounts for three firms. She was working for a fourth company but left because she says she was being bullied.



“I was getting shouted at, at least one day a week... the more stressed I was getting, the less sleep I was getting, the more mistakes I was making. The stress was unbelievable.”

She says that leaving this fourth job has left her with financial difficulties and debt issues.

“I’m probably down £1000 a month on income... at the moment I’m living on credit cards. Running up more and more debt to keep my head above water.”

Fiona has a son with Asperger syndrome. She says this is one of the reasons she prefers being self-employed as it gives her flexibility in choosing her working hours. However, being self-employed means Fiona doesn’t get paid when she takes a day off. She says this makes taking a holiday and managing financially over Christmas particularly difficult.

Fiona’s goal is to have paid off her mortgage and be ‘debt free’ in five years time.

Conclusion

This report has presented initial findings from participatory research aimed at finding out what low paid workers in Scotland value as important in order to have decent work. Through focus groups, street stalls and an opinion poll, the research has identified remarkable consistency in people's priorities for decent work. This project's unique approach shows that people in Scotland particularly value: sufficient pay to cover basic needs; job security; paid holidays and sick leave; a safe working environment; and supportive management. None of the factors which participants prioritise are unreasonable and extravagant; they represent what many would see as quite limited expectations and should be common practice in twenty-first century Scotland. Nonetheless, it is apparent from the research that these 'expectations' are much too often not being met. 'Decent work' is something too many people hope to experience, or experience only partially, rather than something that they can take for granted as part of their day-to-day lives.

We hope the voice of low paid workers and the priorities they have identified are carefully considered by policy makers, employers and all stakeholders with an interest in improving working practices in Scotland today. Ahead of the Scottish Parliamentary elections in May 2016, political parties and bodies such as the Fair Work Convention⁸ should consider how these priorities can be developed into minimum standards for decent work in Scotland; how these standards can be encouraged and promoted through devolved powers; and how these minimum standards for decent work can be monitored and achieved. Our full report, which will contain a more detailed assessment of how Scotland is faring in relation to decent work, will be published later in the year and will make further recommendations.

Ultimately, however, it is not just politicians – either across the UK or in Scotland – who will influence the quality of work in Scotland over the coming years. Employers, trade unions, industry bodies, all those that pay for goods and services and a range of other actors – across sectors – have an important role to play in ensuring low paid workers have more decent work. We hope the priorities identified in this report, determined by low paid workers themselves, are used by these stakeholders in considering how to make work better for low paid workers in Scotland today.

Annex 1 – rankings

For the focus groups and street stalls, participants were shown a board with 26 factors relevant to 'decent work' and asked to place 15 stickers – in effect, votes – against those they wanted to prioritise. They were told that they could place more than one sticker against a single factor to stress its importance. The results from this exercise are given in the tables below. The 'mean' is the average number of stickers participants placed next to each factor, and the 'weight' indicates the percentage of all stickers placed by participants against each factor.

The top 10 ranked factors by participants in the focus groups are colour coded in Table 2, and these colour codings are then also used within Table 3 (street stalls) and Table 4 (opinion poll).

TABLE 2 – FOCUS GROUP RANKINGS⁹

	ALL (277 PARTICIPANTS)			WOMEN (135 PARTICIPANTS)			MEN (141 PARTICIPANTS)		
RANK	DESCRIPTION	MEAN	WEIGHT	DESCRIPTION	MEAN	WEIGHT	DESCRIPTION	MEAN	WEIGHT
1	Decent hourly rate	1.131	7.54	Job security	1.110	7.40	Decent hourly rate	1.184	7.89
2	Job security	1.069	7.13	Decent hourly rate	1.076	7.17	Job security	1.023	6.82
3	Paid leave	0.899	5.99	Supportive manager	0.929	6.19	Paid leave	0.979	6.53
4	Safe environment	0.833	5.55	Paid leave	0.815	5.43	Safe environment	0.866	5.77
5	Supportive manager	0.765	5.10	Safe environment	0.790	5.27	Fair pay to similar jobs	0.782	5.21
6	Fair pay to similar jobs	0.719	4.79	Support after absence	0.697	4.65	Regular hours	0.699	4.66
7	No discrimination	0.670	4.47	No discrimination	0.658	4.39	No discrimination	0.687	4.58
8	Purpose and meaning	0.636	4.24	Fair pay to similar jobs	0.650	4.33	Purpose and meaning	0.643	4.29
9	Regular hours	0.632	4.21	Supportive colleagues	0.639	4.26	Supportive manager	0.613	4.09
10	Support after absence	0.613	4.09	Purpose and meaning	0.633	4.22	Workplace representation	0.610	4.07
11	Opportunities for progression	0.550	3.67	Additional benefits	0.623	4.15	No unpaid overtime	0.575	3.83
12	No unpaid overtime	0.547	3.65	Flexible hours	0.582	3.88	No excessive hours	0.562	3.75
13	Supportive colleagues	0.527	3.51	Opportunities for progression	0.561	3.74	Opportunities for progression	0.543	3.62
14	Enough time for tasks	0.510	3.40	Regular hours	0.560	3.73	Support after absence	0.538	3.59
15	Workplace representation	0.502	3.35	Accessible location	0.546	3.64	Develop and use skills	0.512	3.41
16	Additional benefits	0.475	3.17	Enough time for tasks	0.517	3.45	Enough time for tasks	0.499	3.33
17	Develop and use skills	0.464	3.09	No unpaid overtime	0.515	3.43	Predictable pay	0.492	3.28
18	Predictable pay	0.455	3.03	Training opportunities	0.487	3.25	Fair pay vs senior staff	0.488	3.25
19	Training opportunities	0.451	3.01	Predictable pay	0.420	2.80	Training opportunities	0.420	2.80
20	Accessible location	0.447	2.98	Develop and use skills	0.417	2.78	Supportive colleagues	0.418	2.79
21	Flexible hours	0.445	2.97	Socially worthwhile	0.409	2.73	Socially worthwhile	0.384	2.56
22	No excessive hours	0.440	2.93	Workplace representation	0.385	2.57	Accessible location	0.348	2.32
23	Fair pay vs senior staff	0.395	2.63	No excessive hours	0.308	2.05	Additional benefits	0.337	2.25
23	Socially worthwhile	0.395	2.63	Fair pay vs senior staff	0.293	1.95	Flexible hours	0.317	2.11
25	Varied work	0.234	1.56	Varied work	0.221	1.47	Varied work	0.248	1.65
26	Control	0.198	1.32	Control	0.162	1.08	Control	0.234	1.56
		15	100		15	100		15	100

Table 2 shows that female focus group participants valued job security marginally higher than male participants and a decent hourly rate marginally lower than male participants. Beyond this, women valued a supportive line manager, support after absence, supportive colleagues, additional benefits, flexible hours, and an accessible location, higher than men. In contrast, men valued paid leave, a safe environment, fair pay to similar jobs, regular hours, workplace representation, no excessive hours and fair pay versus senior staff, higher than women.

TABLE 3 – STREET STALL RANKINGS

	ALL (433 PARTICIPANTS)			WOMEN (271 PARTICIPANTS)			MEN (161 PARTICIPANTS)		
RANK	DESCRIPTION	MEAN	WEIGHT	DESCRIPTION	MEAN	WEIGHT	DESCRIPTION	MEAN	WEIGHT
1	Decent hourly rate	1.297	8.65	Decent hourly rate	1.300	8.67	Decent hourly rate	1.299	8.66
2	Job security	0.997	6.65	Job security	0.964	6.43	Job security	1.044	6.96
3	Safe environment	0.904	6.03	Paid leave	0.934	6.23	Safe environment	0.912	6.08
4	Paid leave	0.897	5.98	Safe environment	0.903	6.02	Paid leave	0.835	5.57
5	No discrimination	0.832	5.55	No discrimination	0.838	5.59	No discrimination	0.826	5.51
6	Supportive manager	0.715	4.77	Supportive manager	0.780	5.20	Purpose and meaning	0.687	4.58
7	Support after absence	0.660	4.40	Support after absence	0.714	4.76	No unpaid overtime	0.682	4.55
8	No unpaid overtime	0.658	4.39	No unpaid overtime	0.642	4.28	Fair pay to similar jobs	0.627	4.18
9	Purpose and meaning	0.630	4.20	Purpose and meaning	0.603	4.02	Opportunities for progression	0.624	4.16
10	Fair pay to similar jobs	0.594	3.96	Supportive colleagues	0.600	4.00	supportive manager	0.601	4.01
11	Supportive colleagues	0.553	3.69	Fair pay to similar jobs	0.573	3.82	Fair pay vs senior staff	0.559	3.73
12	Predictable pay	0.541	3.61	Predictable pay	0.549	3.66	Workplace representation	0.556	3.71
13	Workplace representation	0.529	3.53	Workplace representation	0.511	3.41	Support after absence	0.552	3.68
14	Opportunities for progression	0.525	3.50	Develop and use skills	0.498	3.32	Predictable pay	0.537	3.58
15	Fair pay vs senior staff	0.496	3.31	Opportunities for progression	0.469	3.13	Regular hours	0.483	3.22
16	Develop and use skills	0.489	3.26	Regular hours	0.456	3.04	Socially worthwhile	0.483	3.22
17	Regular hours	0.468	3.12	Fair pay vs senior staff	0.454	3.03	Supportive colleagues	0.477	3.18
18	Enough time for tasks	0.457	3.05	Enough time for tasks	0.447	2.98	Enough time for tasks	0.472	3.15
19	Training opportunities	0.417	2.78	Flexible hours	0.435	2.90	Develop and use skills	0.472	3.15
20	Socially worthwhile	0.412	2.75	Training opportunities	0.421	2.81	No excessive hours	0.433	2.89
21	No excessive hours	0.409	2.73	No excessive hours	0.397	2.65	Training opportunities	0.415	2.77
22	Flexible hours	0.376	2.51	Additional benefits	0.376	2.51	Accessible location	0.306	2.04
23	Additional benefits	0.339	2.26	Socially worthwhile	0.376	2.51	Control	0.294	1.96
23	Accessible location	0.336	2.24	Accessible location	0.352	2.35	Varied work	0.288	1.92
25	Control	0.264	1.76	Control	0.250	1.67	Additional benefits	0.274	1.83
26	Varied work	0.198	1.32	Varied work	0.150	1.00	Flexible hours	0.256	1.71
		15	100		15	100		15	100

Table 3 shows that female street stall participants valued paid leave, a supportive manager, support after absence, supportive colleagues, flexible hours and additional benefits higher than male participants. In contrast, men valued purpose and meaning, fair pay to similar jobs, opportunities for progression, fair pay versus senior staff, work that was socially worthwhile and varied work, higher than women. Looking at differences between the street stalls and focus group shows that, overall, no discrimination, no unpaid overtime, predictable pay and fair pay versus senior staff were valued higher for the street stalls than the focus groups. Fair pay to similar jobs, regular hours, additional benefits, and accessible location, were valued lower by participants engaged through the street stalls than through the focus groups.

TABLE 4 – OPINION POLL RANKINGS

For the purposes of the You Gov opinion poll,¹⁰ we reduced the 26 factors to 15 based on the focus group ranking in order to present respondents with a more manageable list. The opinion poll was conducted online and asked participants to rank each factor on a scale of 1–7 between not at all important (1) and extremely important (7). The mean is the average response between 1 and 7. Using the mean figures we then calculated a weight. The difference in methodology to the focus groups and street stalls is likely to account for significantly less difference in the relative weight assigned to each factor.

ALL (802 PARTICIPANTS)				WOMEN (518 PARTICIPANTS)				MEN (284 PARTICIPANTS)			
RANK	DESCRIPTION	MEAN	WEIGHT	RANK	DESCRIPTION	MEAN	WEIGHT	RANK	DESCRIPTION	MEAN	WEIGHT
1	Decent hourly rate	6.43	7.40	1	Decent hourly rate	6.52	7.40	1	Decent hourly rate	6.27	7.46
2	Safe environment	6.20	7.13	2	Safe environment	6.33	7.13	2	Safe environment	5.95	7.08
3	Fair pay to similar jobs	6.10	7.02	3	Fair pay to similar jobs	6.22	7.02	3	Fair pay to similar jobs	5.89	7.01
4	Job security	6.02	6.93	4	Paid leave	6.15	6.93	4	Job security	5.88	6.99
4	Paid leave	6.02	6.93	4	No discrimination	6.15	6.93	5	Enough time for tasks	5.81	6.91
4	No discrimination	6.02	6.93	6	Job security	6.09	6.93	6	Paid leave	5.79	6.89
7	Enough time for tasks	5.94	6.83	7	Enough time for tasks	6.01	6.83	6	No discrimination	5.79	6.89
8	Supportive manager	5.84	6.72	7	Supportive manager	6.01	6.72	8	Purpose and meaning	5.60	6.66
9	Purpose and meaning	5.77	6.64	9	Supportive colleagues	5.89	6.58	9	Supportive manager	5.52	6.57
10	Supportive colleagues	5.72	6.58	10	Purpose and meaning	5.86	6.64	10	Regular hours	5.44	6.47
11	Regular hours	5.64	6.50	11	Regular hours	5.75	6.5	11	Supportive colleagues	5.42	6.45
12	Support after absence	5.53	6.36	12	Support after absence	5.61	6.36	12	Support after absence	5.38	6.40
13	Workplace representation	5.43	6.25	13	No unpaid overtime	5.50	6.24	13	Workplace representation	5.33	6.34
14	No unpaid overtime	5.42	6.24	14	Workplace representation	5.48	6.25	14	No unpaid overtime	5.27	6.27
15	Opportunities for progression	4.83	5.55	15	Opportunities for progression	4.88	5.55	15	Opportunities for progression	4.73	5.63
			100				100				100

Table 4 shows less obvious gender differences between the factors than for the focus groups and street stalls. Women were more likely to value all factors as very important (6) or extremely important (7) and less likely to value factors as not at all important (1). The means for all factors are therefore higher for women than men.

That being said, paid leave, no discrimination, a supportive manager, supportive colleagues, and no unpaid overtime, were valued higher for women than men across ranks, means and weights. In contrast, enough time for tasks, purpose and meaning, and workplace representation were weighted and ranked higher for men than for women.

While different methodologies make comparison between the opinion poll and other methods somewhat difficult, it seems that fair pay to similar jobs and enough time for tasks are valued higher by opinion poll respondents than by focus group and street stall participants. In contrast, it seems support after absence and opportunities for progression were valued lower by opinion poll respondents than by focus group and street stall participants.

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Notes

- 1 445,000 workers in Scotland – a fifth of the workforce – are paid less than the living wage: ONS (October 2015) 'Estimates of employee jobs paid less than the living wage in London and other parts of the UK', the 445,000 figure comes from download data from figure 10: http://www.ons.gov.uk/ons/dcp171766_419154.pdf
- 2 Scottish Government (June 2015) 'Poverty and Income Inequality in Scotland 2013/14': <http://www.gov.scot/Publications/2015/06/7453>
- 3 ILO Decent Work Agenda: <http://www.ilo.org/global/about-the-ilo/decent-work-agenda/lang--en/index.htm>
- 4 Sustainable Development Goals: <http://www.un.org/sustainabledevelopment/development-agenda/>
- 5 Alongside this core project, UWS academics are currently undertaking three separate but complementary work streams relating to school pupils' views on decent work, re-offenders' views of decent work and employers' views of decent work. These will be published on the UWS-Oxfam Partnership website: www.uwsoxfampartnership.org.uk
- 6 Oxfam Humankind Index: <http://policy-practice.oxfam.org.uk/our-work/poverty-in-the-uk/humankind-index>
- 7 Scottish Index for Multiple Deprivation (SIMD): <http://www.gov.scot/Topics/Statistics/SIMD>
- 8 Fair Work Convention, <http://www.fairworkconvention.scot/>
- 9 The factor wording is shortened in tables two, three and four. For the full wording which participants voted on, please refer to 'Table 1 – priorities for decent work from focus groups'.
- 10 The poll was 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.

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