

DECENT WORK? THE IMPACT OF THE RECESSION ON LOW PAID WORKERS

A REPORT FOR
MANDATE TRADE UNION
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SURVEY: BEHAVIOUR & ATTITUDES



RAISING THE FLOOR: INCREASING HOURS

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- ▶ 45,000 members
- ▶ Retail, distribution, admin and bar trade
- ▶ 70% female
- ▶ Part time
- ▶ Low paid
- ▶ One in seven workers in retail & wholesale
 - ▶ Growth in importance of sector



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OUR WORKFORCE

- ▶ 2004 – 7 in 10 worked 35 hrs pw
- ▶ 2011 – 6 in 10 worked 35 hrs pw
- ▶ One of highest underemployment levels in EU
 - ▶ 2008 – 92,000
 - ▶ 2012 - 135,000
 - ▶ 2014 - 147,000
- ▶ 2nd most flexible workforce in the EU
- ▶ 16% of those below poverty line are actually at work



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DECENT WORK REPORT...

- ▶ Average of 22.5 hours per week
- ▶ Only 1/3 on full time contracts
- ▶ 33% have stable working hours
- ▶ 50% have their hours changed at least once a month
- ▶ Members reported loss of income of €109 per week – mostly through cuts in hours



...DECENT WORK REPORT

- ▶ 1/3 found it difficult to feed & clothe families
- ▶ 40% experienced difficulties paying mortgage/rent
- ▶ 70% were less inclined to go to a doctor
- ▶ 60% were seeking additional hours but couldn't get them
- ▶ 10% of members have second job
- ▶ 17% were claiming a social welfare payment (would be more only flexibility demanded by employer made it difficult to qualify for S/W or to secure another job)



DEVELOPING POLICIES TO COMBAT THESE CHALLENGES

- ▶ Banded hour contracts
- ▶ A banded hour contract ensures workers have secure hours which guarantee a certainty of earnings.

PENNEYS BANDED HOUR CONTRACTS

15-19 hours

20-24 hours

25-30 hours

31-35 hours

36-37 hours



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SUCCESSIONS

- ▶ Tesco – 14,000
- ▶ Penneys – 4,500
- ▶ Argos – 1,000
- ▶ Superquinn (now Supervalu) – 2,500
- ▶ Marks & Spencer – 2,500
- ▶ Boots – 2,000



DECENCY FOR DUNNES WORKERS



HOME

Mandate Trade Union members working in Dunnes Stores across Ireland are taking action and have begun a campaign for decency.

The "Decency for Dunnes Workers" Campaign aims to make real change on the issues faced by workers in Dunnes Stores. These issues are decent hours and earnings, job security, fair pay, and representation as outlined below.

ISSUE	CURRENT SITUATION	WHAT WE WANT
DECENT HOURS & EARNINGS	Contracts that provide low and insecure working hours	Standard banded hour contracts that provide decent and secure hours and earnings similar to other retailers (e.g. Tesco, Penneys)
JOB SECURITY	Widespread use of fixed and temporary contracts	Temporary and fixed term contracts only to be used in exceptional circumstances
FAIR PAY	Low rates of pay Inconsistent pay scales	Fair pay increases Agreed pay scales
REPRESENTATION AND RIGHT TO DIGNITY AT WORK	Workers denied individual and collective representation by their trade union (1996 National Agreement being ignored by management)	Workers right to individual and collective representation by a union of their choice is recognised and respected

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RECENT POSTS

- Congratulations to all Dunnes workers
- Union steps up pressure on Dunnes Stores

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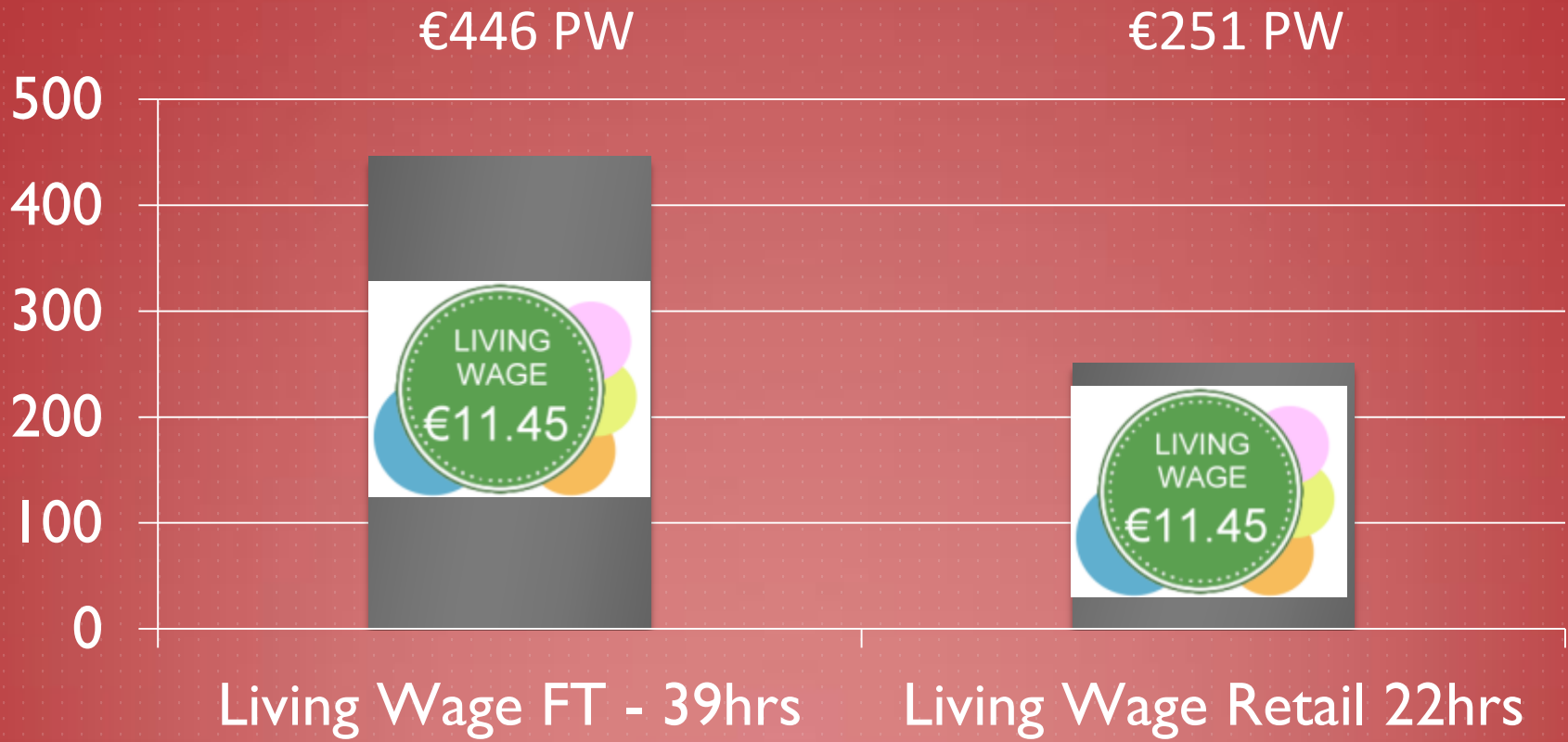
RECOMMENDATIONS DECENT WORK REPORT

- ▶ The Flexibility Trap
- ▶ The Income Trap
- ▶ The Low Skills Trap
- ▶ The Exploitation Trap
- ▶ Budgetary measures



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THE LIVING WAGE DILEMMA



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