

## SUBMISSION FROM ABERDEENSHIRE COUNCIL

**The Committee has issued a survey and is also asking the following views:**

### **What makes a job 'good' or 'bad'?**

A good job is one that gives an employee a sense of satisfaction and self-worth. For some this may include some control over their working lives, e.g. ability to organise daily schedule. It should also provide them with enough income to lead a lifestyle that is not hand to mouth every week or month.

### **Have jobs become better or worse since 2008?**

There are more part-time posts and government subsidised schemes than 2008 which have no sense of security for citizens to plan. The proliferation of zero hours contracts is a very worrying trend and will lead to further marginalisation of those in the poorest paid jobs and closest to, or in, poverty. Again, no way to plan or no control over your own circumstances.

### **What effect might low quality/low pay jobs have on the economy?**

Reduced spending power, affecting trade and individual choice. This will impact on local businesses trying to compete with the discounters and see the closure of micro businesses. Small town centres are already becoming galleries of charity shops, financial loan businesses and pawn shops. The diversity of local business offering will continue to be hampered as people have to choose between eating and heating or consumerism.

### **What can the Scottish Government and public policy makers do to improve job quality in Scotland**

- Attempt to abolish zero hour contracts.
- Instead of, or in conjunction with a mandatory minimum wage what about a mandatory minimum weekly amount of hours i.e. 16/18.
- STOP concentrating all resources on Young People, we have a growing older population with a barrage of skills, they are being forgotten about. Life does not stop at 24 or 29. Employers are raising the issue of being unable to get assistance to employ an older person.
- Use funding initiatives such as SERI in a more simplistic and joined up way, for example, give the allocations to LAs as an employability grant for the Local Employability Partnership and let them use it as they see best to meet outcomes desired by SG.
- Overhaul the current system of Work programme which is NOT working in many areas and is simply a tick box exercise and does not benefit many of those on it.
- More help for entrepreneurial start ups, many people might like to, for example, start a painter decorator business but there is not a lot out there. Once they meet up with the likes of business gateway they get plenty of advice, when they actually need a financial hand-up to get them started, especially in more deprived areas.

This is supplemental to my online response.

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