**The Right to Just and Favourable Conditions of Work: A Human Rights Monitor of the Community & Voluntary Sector**

This survey aims to assess the extent to which the human right to ‘just and favourable conditions of work’ are being upheld in community and voluntary workplaces and services across Northern Ireland. This survey is for members and non-members of UNISON and all respondents are guaranteed anonymity.

### 1. BACKGROUND

<table>
<thead>
<tr>
<th>1.a. Postcode:</th>
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</table>

<table>
<thead>
<tr>
<th>1b. Gender:</th>
<th>Male</th>
<th>Female</th>
<th>Transgender</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Other</td>
<td>Prefer Not To Say</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1c. Age (please circle)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-21</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1d. Employer:</th>
</tr>
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</table>

<table>
<thead>
<tr>
<th>1e. Job title:</th>
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<table>
<thead>
<tr>
<th>1f. How long have you been in your current job role? (please circle)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 1 year, 2-3 years, 4-6 years, 7-9 years, 10 years+</td>
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<table>
<thead>
<tr>
<th>1g. Please indicate how many hours you work per week?</th>
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</table>

<table>
<thead>
<tr>
<th>1h. Are you on a zero hours or variable contract?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
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</table>

### 2. ADEQUATE STANDARD OF LIVING

The United Nations states that employees should receive ‘fair wages’, equal remuneration for work of equal value and be able to achieve an ‘adequate standard of living including food, water and sanitation, housing, clothing and additional expenses such as commuting costs.’

2. In your view, does your current pay level allow you to have an adequate standard of living?

| Yes | No | Don’t Know |

2a. If No, explain more:

| ______________________________________ |
| ______________________________________ |
| ______________________________________ |

2b. What is your rate of pay?

£ _________ per hour/month/year (delete as applicable)

2c. How does your hourly wage compare to £8.45 per hour (Living Wage 2016)?

| Higher | Equal | Lower | Don’t Know | Prefer Not to Say |

2d. Have you had a pay increase in the last 2 years?

| Yes | No | Don’t Know |

2e. If Yes, what did your hourly rate increase by?

£ _________

2f. Are you aware of similar jobs to your own receiving a different pay level across the sector?

| Yes | No | Don’t Know |

2g. If Yes, please give details:

| ______________________________________ |
| ______________________________________ |
| ______________________________________ |

2h. Do you have a workplace pension?

| Yes | No | Don’t Know |

2i. If you have opted out of your workplace pension, please explain why:

| ______________________________________ |
| ______________________________________ |
| ______________________________________ |

2k. Have your terms and conditions been reduced within the last 12 months?

| Yes | No | Don’t Know |

| ______________________________________ |
| ______________________________________ |
| ______________________________________ |
### 2. If Yes, please explain how:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

### 2m. Have you been asked to sign out of the Working Time Directive (limiting hours of work to an average of 48 hours per week) in your role?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
</thead>
</table>

### 2n. If yes, did you do so?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
</thead>
</table>

### 2o. Do you receive pay enhancements for working weekends or overtime?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
</thead>
</table>

2p. If YES, at what rate?  _______ or  Don’t Know

### 2q. On a scale of 1-10 how would you rate your level of job satisfaction? (1 – Very satisfied, 10 – Very unsatisfied)

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
</table>

### 3. HEALTH & SAFETY

Health and safety requirements of an employer vary according to the size of the workforce and the nature of the work undertaken. However, typically requirements include risk assessment, training, reporting of incidents/accidents, and procedures for safeguarding the health of employees. The United Nations states that safe and healthy working conditions require training, paid sick leave, and limits on working hours following a general principle of an 8 hours per day (including on call or standby), averaging out over a number of weeks. All workers should be free from physical and mental harassment.

### 3. Do you believe the health and safety practices at your workplace to be ‘suitable and sufficient’?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
</thead>
</table>

3a. If ‘No’, please explain:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

### 3b. Do you receive sick pay above statutory sick pay?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
</thead>
</table>

### 3c. If YES, for what period?

<table>
<thead>
<tr>
<th>____ Weeks</th>
<th>_____ Months</th>
<th>□ Don’t Know</th>
</tr>
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</table>

### 3d. Have the day-to-day requirements of your job increased over the last 12 months?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
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</table>

### 3e. If ‘Yes’, please explain how:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

### 3f. If ‘Yes’, did you receive training to help you meet these new responsibilities?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
</thead>
</table>

### 3g. Do you believe staffing levels in your workplace are adequate?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t know</th>
</tr>
</thead>
</table>

### 3h. If ‘No’, what impact does this have?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

### 3i. Does your employer use agency staff?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t know</th>
</tr>
</thead>
</table>

### 3j. Do you: (please circle)

**Strongly Agree**  **Agree**  **Neither agree or disagree**  **Disagree**  **Strongly disagree**

### 3k. Please explain your answer

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Read the following statement:

“*My workplace is a healthy and safe environment*”

### 3l. Do you: (please circle)

**Strongly Agree**  **Agree**  **Neither agree or disagree**  **Disagree**  **Strongly disagree**
31. Which of the below factors has the greatest negative impact on your work (please tick 2)

- Staffing Ratios
- Long working hours
- Lack of breaks
- Lack of adjustments to staff disability/sickness
- Working with vulnerable individuals
- Workload
- Bullying and Harassment
- Lack of appropriate policies/procedures

Other (please specify)__________________________________

32. Does Management in your workplace adequately record health and safety risks?

Yes   No   Don’t know

3m. If they are recorded, are they followed up on?

Yes   No   Don’t know

3n. If you are exposed to risks to health and safety in your workplace in the last twelve months, have you reported it?

Yes   No

3p. If not, why not?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

3q. If yes, has your employer made any changes in response to your report?

Yes   No   Don’t know

3r. Please explain:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

3s. Do you have regular supervisions and appraisals with your employer?

Yes   No   Don’t know

3t. Have you experienced an increase in stress in your job in the last 12 months?

Yes   No   Don’t know

3u. If ‘Yes’, where any of the below factors (please tick):

- Working with new client group
- Health and Safety issues
- Workload
- Complex cases

Other (please explain):__________________________

3v. Does your employer implement provisions to ensure safety when lone working?

Yes   No   Don’t know

3w. Do you: (please circle)

Strongly Agree   Agree   Neither agree or disagree

Disagree   Strongly disagree

3x. On a scale of 1 -10 how would you rate your general physical health? (1 = Excellent, 10=Very poor)

1  2  3  4  5  6  7  8  9  10

3y. On a scale of 1-10 how would you rate your general mental health? (1 = Excellent, 10=Very poor)

1  2  3  4  5  6  7  8  9  10

4. BULLYING & HARASSMENT

The United Nations says that all workers should be free from physical and mental harassment.

4a. In the last 12 months, would you say you have been bullied or harassed in your workplace?

Yes   No

4b. If Yes, by who? (please circle)

- Management
- Service Users
- Co-workers
- Volunteers

Other (please state)__________________________
4c. If ‘Yes’, did you report it to management?
   Yes  No

4d. If you did not report it, please explain why you didn’t:
   __________________________________________________
   __________________________________________________
   __________________________________________________

4e. If you did report it, were you satisfied with how your
   employer dealt with the bullying/harassment?
   Yes  No  Don’t know

4f. Please explain your answer:
   __________________________________________________
   __________________________________________________
   __________________________________________________

4g. Does your employer have Human Resources/Personnel staff?
   Yes  No  Don’t know

5. ACCESSING TRAINING
   The United Nations states that there should be equal
   opportunity for everyone to be promoted in his
   employment to an appropriate higher level, subject to no
   considerations other than those of seniority and
   competence;

5. Can you access training or development opportunities
   through your workplace?
   Yes  No  Don’t Know

5a. If no, why not?
   □ None available
   □ Not paid for training
   □ Leads to more work without pay
   Other ___________________________

5b. Are there opportunities for career progression
   available from your employer?
   Yes  No  Don’t Know

6. CAMPAIGNING AND ADVOCACY
   The United Nations states that the promotion of
   employment also requires effective involvement of the
   community and trade unions.

6. Are you a member of a trade union?
   Yes  No  Don’t Know

6a. If not, why not? (please choose one)
   □ Not recognised by my employer
   □ Discouraged by management
   □ Don’t see the point
   □ No-one ever asked me
   □ Cost is too much
   Other (please explain): ____________________________

Read the following statement:

“My employer/organisation acts to challenge government
   policy where appropriate”

6b. Do you (please circle):
   Strongly Agree  Agree  Neither agree or disagree
   Disagree  Strongly Disagree

6c. Please explain your answer:
   __________________________________________________
   __________________________________________________
   __________________________________________________

7. OTHER COMMENTS?
   Please use this box if you wish to make any other
   comments about the issues raised in this survey

Tick here if you would like to be involved in campaigns for
change in your workplace and across the community &
voluntary sector  □

Thank you for your responses.

The evidence we gather from these surveys will help us to build a strong campaign for better services and jobs.

For more information on the issues covered in this survey please contact