



SAME PAY FOR THE SAME DAY

INTRODUCTION

We are the Resilience Revolution's Same Pay for the Same Day campaign. Since October 2018, we have been working on a campaign in Blackpool to raise awareness of the difference in wages that young people earn in their workplace compared with other colleagues, simply based on their age.

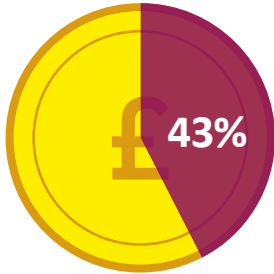
Our campaign is called 'Same Pay for the Same Day' and to mark the launch of Living Wage week we will be holding an event to make recommendations to businesses on how they can make employment in Blackpool better for Young People. We will then hold a reverse panel where young people and businesses will get the opportunity to share their perspectives and opinions as well as commenting on the recommendations we are making based on the response of over 400 young people across Blackpool.



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STATISTICS

We surveyed 434 young adults in Blackpool.

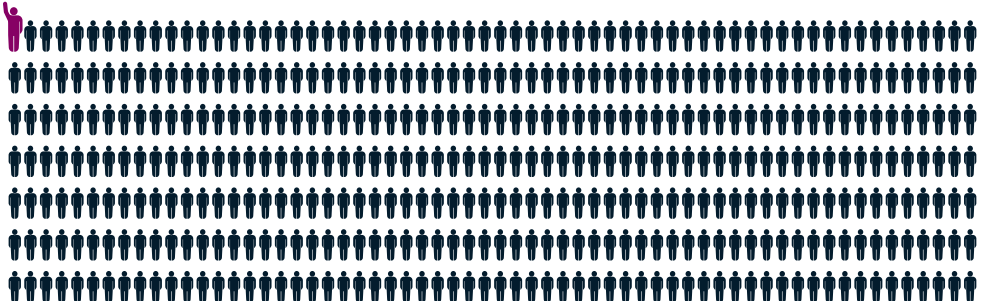


42.7% feel like they're not paid enough for the job they do

33.7% say they don't earn enough to live



Only 1 out of 434 surveyed said they get paid for overtime



MAKING BLACKPOOL WORK FOR YOUNG PEOPLE...

From the surveys completed, young people told us this could make Blackpool a better place to work for young people...



Support from employers

In order to create the best work environment in which all employees are able to work to the best of their ability, relationships should be built between employers and employees to ensure you are able to be approached if any concerns arise. Knowing what support is on offer as and when tough times arise is really important.



Encourage the living wage

We would like to encourage businesses, where possible, to pay the real living wage. The real living wage has been set by the Living Wage Foundation and is costed based on a number of calculations and pieces of research that set out the case for paying all employees the real living wage. From our survey results we found that some young people do not have enough money to live therefore those young people who have added responsibilities for example children or bills to pay, can be hugely affected by being paid less than the Real Living Wage.



Make breaks clear

This recommendation is extremely important for not only employees but also for businesses. In order for a business to work as effectively and efficiently as possible, the employees need to be in their best mind-set. Therefore ensuring employees have entitled breaks is a factor towards helping your business work for everyone! A short break from working enables the chance for your employees to hit the reset button and be ready for the rest of their working day.



Creating an employment forum

By working with a variety of businesses and uniting together you have the ability to make businesses thrive! Sharing ideas and asking for opinions from others can improve the service you provide within your work environment. This could be a really useful platform for giving information to the people you employ. Allowing employees to give feedback in regards to your business enables an opportunity for changes to be made where appropriate. No one understands the business better than those who you employ so why not allow them to feed back, their views could be crucial to improving or maintaining the standards of your business.



Move away from zero hour contracts

A recommendation we found from our research is that people struggle with not knowing what hours they will be working from week to week. We understand that for some people zero hours allow people the flexibility to choose when to work but for others it makes it challenging to know what their income will be each month. Even being able to commit to giving an employee 4 hours a week is better than nothing and gives people a bit of certainty over what their income will be.

THANK YOU!



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