

# A CHARTER FOR CHANGE: STRIVING FOR DECENT, FULFILLING, AND SUSTAINABLE JOBS

## CONCLUSIONS FROM A PANEL OF YORKSHIRE AND THE HUMBER RESIDENTS

### ABOUT THE PROCESS

In September 2023, IPPR researchers brought together 10 participants who have taken part in previous one to one interviews as part of this research to a participatory workshop to discuss in more depth what a 'good job' looks like to them. The participants represented the following groups:

- Ukrainians who arrived via the Homes for Ukraine and Ukraine Family Scheme
- Hongkongers who arrived via the British National (Overseas) (BN(O)) route
- Afghans who arrived via the Afghan Relocation and Assistance Policy (ARAP) resettlement programme
- 'asylum route' refugees granted leave to remain following a positive decision on their asylum claim.

During the workshop, participants reflected on the interview findings and delved deeper into their individual perspectives on what constitutes a 'good job.' They were prompted to consider what such a job would allow them to achieve, how it would make them feel, and what policies and support structures would facilitate their progress in the workplace.

The charter below encapsulates our participants' conclusions in their own words, faithfully captured by IPPR researchers.

### HAVING A GOOD JOB ALLOWS US TO:

- **provide** for ourselves and our families that are living with us and those that are abroad
- **contribute** to society by giving back and making a difference for those needing help
- **learn** new skills while working, so there are opportunities to create a career path and earn a better income
- **balance our work** and any responsibilities at home, and make time to socialise, make friends and be a part of the local community
- **make progress** in our careers and enhance any specialist skills we already have.

## HAVING A GOOD JOB MAKES US FEEL:

- **secure** – we don't worry about putting food on the table
- **fulfilled** – because the job reflects our passions and desires to make a difference in society
- **trusted and purposeful** – I am staying active and making something of myself, and my colleagues rely on me to do a good job
- **supported** – especially by our colleagues and managers, who will understand some of the difficulties we have been through to arrive in the UK
- **motivated** – because the job enhances our skills, is stimulating, and we find it interesting
- **welcome** – so that our workplace feels friendly for people from diverse backgrounds and cultures.

## FOR US TO FEEL LIKE WE ARE IN A GOOD JOB THAT OFFERS PROGRESSION, WE NEED THE FOLLOWING.

- **Supportive employers:** Employers should understand the barriers we might have faced to find employment and be willing to offer trauma-informed support when needed. Supervisors should also treat everyone equally, regardless of where they come from.
- **Employers that communicate well with us:** Managers should have good communication skills. They should appreciate our abilities and give praise when we have done something well. But they should also help when we don't do something correctly, so we don't fear making mistakes.
- **Flexibility:** so that we can continue to find ways to better settle into our lives, take care of our children, and have the time to study and learn new skills. Have more flexible leave policies, considering that people might have to go abroad to visit family.
- **Better and more targeted advice when looking for jobs:** especially so there is a better understanding of the skills and experiences we already had before coming to the UK and finding a job that matches that, especially for job seekers.
- **Better opportunities to improve our English:** we would like to learn English while working, so we would like ESOL providers to be better linked with our workplaces.
- **Family-friendly policies:** people new to the UK have few relatives around, so they need to be able to take care of their children, and childcare can be expensive.
- **Have more information about workers' rights:** So that people know where they can get support if they have negative experiences in the workplace or need more information about their entitlements in the workplace and under employment law.