

## Bullying and Harassment in an Ageing Workforce

The Scottish Pensioners Forum, along with the STUC and Scottish Hazards, is carrying out some research and joint work on workplace bullying in the over 55+ age group.

After looking into a UK wide study undertaken by the TUC, it was found that 34% of women are more likely to be bullied at work in comparison to 23% of men and overall 29% of employees aged 55 and over have identified as being bullied at work.

Taking into consideration the effect of workplace bullying, a survey for the Chartered institute of Personnel and Development showed that 46% of people say that bullying has an adverse effect on their mental and physical health, with 22% having to take time off work as a result of being bullied. Taking this into consideration, the SPF felt that this was an important area in which to carry out research as pension ages continue to rise and more and more older people find themselves still in work.

We believe that as well as the adverse effects that bullying and poor mental health has on the individual, this continuous practice could undoubtedly put a strain on welfare and mental health costs in Scotland.

The SPF plans to deliver a survey, 2 outreach meetings and a larger scale event after the survey findings are known. We will also be submitting a report to the Scottish Government to be included within their Older People's Framework.

To date, we can report that within the first few days of the survey going live there was already over 180 responses. It is presently sitting at 360 online responses and 40 postal responses, with many saying that they are sending them by post for fear of them being picked up by their employer.

For example, the survey contains a question on mental health, ranging from a scale of 1-5 – it is presently sitting at 3.03 which is higher than average with at least 78 of those sitting at either a 4 or a 5. That is approximately 20% of total responses to date and so it would seem that this is in fact a very real problem. Also, as anticipated, 34% of respondents feel that they are being bullied as a direct consequence of age.

We will be publishing a further paper and will be holding a fringe event at the STUC Congress on Tuesday 16<sup>th</sup> April, along with our colleagues from Scottish Hazards.

We are also in the process of organising a parliamentary reception to discuss our findings and we shall be inviting speakers to make a contribution and these will be dependent on the survey responses and target audience. We aim to go ahead with this by May 2019.



**STUC CONGRESS  
FRINGE MEETING  
TUESDAY 16<sup>TH</sup> APRIL 2019  
CONFERENCE ROOM 5 12.30PM**

# **Intergenerational Work**

## **Precarious Workers and Auto-Enrolled Pension Schemes**

Precarious workers are defined as:-

- Those in low paid insecure work
- Many self employed people
- Those on temporary contracts
- Agency workers
- Those on zero hours contracts

Precarious workers now represent 15% of the UK's workforce. Many of them are excluded from workplace pension schemes or will fail to fully benefit from state pension provision. So, these precarious workers face a difficult future when they reach retirement age. The assumption is that they will save today, to ensure they have a reasonable income when they retire, however there is absolutely no evidence to support this scenario.

The number of self employed people not in a pension scheme of any kind is said to have grown from 3.4 million in 1991 to 5 million in 2015 throughout the UK. However the vast majority of precarious workers are not self employed.

**The SPF's anti austerity/intergenerational work features campaigning for higher state pensions for all pensioners. In addition to this it aims to change the restrictive stereotype that dominates the current policy approach on pensions, to one that includes all workers**



At present auto enrolment into workplace pensions is only available to the employed and excludes workers earning less than £10,000 per year. Around 15 million people are said to be members of an auto enrolled scheme. Low paid employed people can join an auto enrolled scheme but they are excluded from attracting any employer contribution.

Those on zero hours contracts or in multiple jobs are excluded.

In their 2016 report the Pensions Policy Institute defined the under pensioned as 'people who have lower than average levels of pension savings and income....and experience higher than average levels of low pay, part time working and self employment.'

**We recognise that the issue of pensions is a reserved matter but note that the Scottish Government can, if it so wishes, express support for our position. This we are seeking on behalf of Scotland's current pensioners and its precarious workers – the pensioners of tomorrow**

## **The Taylor Report**

**The current employment framework means that a person's entitlement to employment rights is determined by their employment status.**

**'employee – entitled to a full range of employment rights, the National Minimum and Living Wage, annual leave, rest breaks, maternity, paternity and adoption leave, right not to be treated less favourably as a part time worker, right not to be treated less favourably as a fixed term employee, right to request flexible working, protection from discrimination at work, minimum notice periods, collective redundancy consultation, statutory redundancy pay, protection for unfair dismissal and TUPE.**

**'worker- entitled to a range but not all employee rights, the National Minimum and Living Wage, annual leave, rest breaks, right not to be treated less favourably as a part time worker, protection from discrimination at work.**

**'Self employed – no entitlement to employment rights beyond basic health and safety and anti discrimination framework**

*Matthew Taylor Review on Modern Employment Practices November 2016*

# SPF 28TH ANNUAL CONFERENCE

Just a reminder that the 28th Annual Conference of the Scottish Pensioners Forum will take place on **Tuesday 4<sup>th</sup> June 2019 at the Best Western Queens Hotel, Dundee.**

The event is open to all SPF members and affiliated organisations and Minister for Older People, Christina McKelvie is confirmed as one of our guest speakers.

All relevant conference paperwork has been sent to our members and must be returned to us no later than **Friday 17<sup>th</sup> May 2019**

We hope that you can come along and celebrate another successful year for the SPF.

## UNION SONG CLUB



As part of the celebration at our annual conference, we have invited along the members of Unite's Union Song Club. This popular group is continuing to attract more members and is a great way of meeting new people and getting out and about.

To get you ready for our sing-along, here is a song, penned by our Chair Maureen Gardner.

### UNION MINERS PARODY

*Young and old, we stand together,  
Cos the press have got it wrong,  
We are fighting for each other,  
As you'll find out from this song*

We want to keep our travel passes,  
Why not trains and ferries too  
Give the same to lads and lassies  
Help to keep them off the broo.  
Why not give them decent wages?  
Stated hours, contracts as well  
As we sing from off these pages  
Tell the bosses "Go to Hell"

*Young and old, we stand together...*

Now's the time to join a union,  
It can help in every way,  
People need to get together  
To oppose Theresa May.  
Feed the hungry, help the homeless,  
These are things we know are right.  
Young and old, we'll get together  
And work together in Unite

*Young and old, we stand together....*



The Scottish Pensioners Forum are always keen to hear about what our members are getting up to, so don't be shy, please get in touch.

The more we know, the more we can help publicise your event and help get you the recognition (and audience) you deserve for your hard work and effort. So whether it's an event in your local area or

you are planning a campaign on a much larger scale we'd like to hear about what you're doing on behalf of older people.

If there is something you would like us to include in our next newsletter, for example a certain forthcoming event or a particular issue you are campaigning on, please get in touch with us to have your say.



## OUT AND ABOUT

Since our last newsletter, the SPF has been in attendance at several events and conferences which have included Poverty Alliance seminars, the Age Scotland Annual Conference, the Civil Service Pensioners Alliance AGM and SOPA's OPSAF Parliamentary Reception.

We have also had our information stall at the CSPA AGM in Stirling and will have our stall at the STUC Congress from 15-17<sup>th</sup> April in Dundee.

Over the coming months we will be holding outreach meetings in Fort William and Aberdeen and more information will be made available in relation to dates and venues on our website and social media pages as they become known.

*The Scottish Pensioners' Forum would like to convey solidarity greetings to all delegates and visitors to the STUC Congress 2019*

*June Whitelaw  
Assistant Secretary*

*Maureen Gardner  
Chairperson*



**Join the Scottish Pensioners' Forum**

Campaigning for a better deal for older people since 1992

[www.scottishpensioners.org.uk](http://www.scottishpensioners.org.uk)

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