

Glasgow's Pledge to the European Pillars of Social Rights: minimum income

Glasgow aims to be an exemplar European city and commits to promoting and celebrating its place at the heart of Europe.

Glasgow is committed to being a welcoming place for everyone to visit, live, work, and do business. We believe no one should be left behind and our city should be inclusive for all. To achieve this, the Glasgow City Government is committed to promoting human and social rights and reducing inequalities, improving the quality of work and life, working towards social justice and empowering our citizens.

**PEOPLE
MAKE
GLASGOW**

We are committed to contributing to the European Pillar of Social Rights to ensure that everyone benefits from the opportunities in our city. We believe that an inclusive city is an open society that addresses the needs of all its residents and actively provides support to those most in need.

Principle 14: minimum income

Glasgow is Scotland's largest city; centre of the only metropolitan area in Scotland; the nation's economic powerhouse; and, the fastest growing major city economy in the UK outside London. The city was the European Entrepreneurial Region of the year in 2016. We are the academic heart of the country and home to over 130,000 further and higher education students from 135 countries. Educational attainment is improving year on year; almost 50% of the workforce in the city is educated to degree level, significantly above most cities in the UK.

We remain; however, a city of contrasts. Parts of the city still suffer from unacceptable levels of poverty and inequality and not all the prosperity and success in the city has been shared. Based on the nationwide Scottish Index of Multiple Deprivation 2020¹, 44% of the city's population live in the 20% most deprived data zones in Scotland, a decrease from 47% in 2016. For the first time in the history of the SIMD, Glasgow does not have the highest local share of any local authority in Scotland with 18% local share of the 5% Most Deprived Data Zones. Glasgow has only 11% of the 6,976 data zones across Scotland, yet has 39% of the total 5% most deprived in Scotland. We have significant long-term challenges which stop our citizens from reaching their full potential. We have a highly skilled workforce, yet many people living in Glasgow do not have the required skills to help them access work.

Tackling poverty and increasing economic growth are key strategic aims of our city to address the inequality that is often compounded by a person's socio-economic status. There is evidence that people with low income have worse physical and mental health; people living in the most income-deprived areas have a life expectancy that is, on average, 10 years lower than those living in the most affluent communities.

A decade of austerity, and the current COVID-19 pandemic have highlighted structural inequality, and how this impacts on some of our citizens more than others – e.g. working class, women, people with disabilities, minority ethnic communities, the elderly, young people etc. People in poverty experience multiple barriers to inclusion and full participation in society.

For too many in our city, a fair day's work doesn't pay a fair days wage at a time when costs of living are rising and wages are stagnant. Systems and policies require fundamental rethinking if we are to bounce forward, and our communities and people thrive.

¹ [Scottish Index of Multiple Deprivation](#) is a relative measure of deprivation across 6,976 small areas (called data zones). If an area is identified as 'deprived', this can relate to people having a low income but it can also mean fewer resources or opportunities. SIMD looks at the extent to which an area is deprived across seven domains: income, employment, education, health, access to services, crime and housing

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All of this holds our city back. Glasgow is committed to supporting those furthest from the jobs market back in to work, and everyone having the right to live in dignity, ensuring that everyone can reach their full potential and take part in all the city has to offer in terms of job opportunities, good quality neighbourhoods and wider civic life.

**PEOPLE
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As a City, we put people at the centre of the Post-COVID recovery because People Make Glasgow and they never more important than a post COVID-19 recovery. As such, we commit to ensure that growing and emerging sectors, such as creative industries, and the green and digital economies, benefit and improve working opportunities for all, especially, the most affected by Covid-19.

Our priorities and strategic investment will reflect this and the changed landscape, and challenges and opportunities it brings. Some of these existing and emerging priorities are:

- Expanding opportunities to disadvantaged communities, and equalising our young people's life chances e.g. through the Glasgow Guarantee² employability programme which supports Glaswegians into work and helps local businesses to grow and prosper
- Maintain a focus on improving economic outcomes especially for equality groups e.g. ensuring equal pay for women
- Continue our work on the People Make Glasgow Fairer Strategy to tackle poverty,
- Maximise income, increasing benefit uptake, reducing debt, and providing financial capability support
- Continue to lead on addressing issues such child hunger and period poverty.
- Build upon our first Child Poverty Action Report published in June 2019 developing existing, new and planned work to reduce child poverty in the city
- Glasgow has allocated around £2million annually to the Children's Holiday Food Programme to fund third sector organisations to provide nutritious food to children and young people
- Area Partnerships have allocated around £130,000 since lockdown to support local groups with food provision
- Promote the Glasgow Living Wage³ –increased from £9 per hour to £9.30 per hour on 1st of April 2020 - increasing the 400 plus employers with more than 89,000 staff who pay this
- Encourage and recognise employers with our 'Fair Work Award' in the annual Glasgow Chamber of Commerce Business Awards
- Use our initiatives and procurement to ensure that fair employment practices and the living wage are built in to all work the Council does across Glasgow.
- Expansion of Community Benefit Clauses in capital projects and further rollout of economic policies focus on championing Fair Work
- Follow up the Universal Basic Income pilot study findings, using lessons learned to inform policy and explore implementing with stakeholders and partners at home and internationally

Our vision is to make Glasgow a world-class city that is focused on economic growth and tackling poverty and inequality. The city's Poverty Leadership Panel (PLP) leads the work to

² The [Glasgow Guarantee](#) is the biggest programme of its kind in the UK. It offers a commitment that all sectors in the city will work together to make sure that local people are assisted into employment and training

³ The [Glasgow Living Wage](#) was created to tackle in-work poverty. Announced in the first week of November each year, all employers must implement the new rate by the start of the new financial year at the very latest.

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reduce poverty in the city. The People Make Glasgow Fairer Strategy (Tackling Poverty) is an all-age, all-city strategy developed by the partners of the PLP, with particular input and direction from the members of the Community Activist Panel, a group of volunteers from Glasgow communities who have lived in and experienced poverty.

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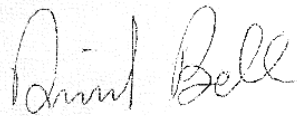
Our actions on minimum income, tackling poverty and community empowerment are closely linked. Having a living wage and work is a key driver for the delivery of our commitment to reduce inequalities and improving the health and wellbeing of Glasgow's people.

As a Fair Work City, the City Government of Glasgow is committed to agile, adaptive economic development & investment focused on inclusion, decarbonisation & fair work. This underpins our approach to achieving social rights in our city and ensuring that we are an Inclusive City for All, and contributing to an inclusive and fair Europe for all.

23 June 2020



*Councillor David McDonald
Depute Leader, Glasgow
- City Convenor for
Culture, Vibrancy &
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*Councillor Ricky Bell
City Treasurer*



*Bailie Annette Christie
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