

SCOTTISH ANTI POVERTY REVIEW



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ROAD TO RECOVERY:
SHAPING POST-COVID SCOTLAND



EDITORIAL TEAM

Peter Kelly, Neil Cowan
The Poverty Alliance

DISCLAIMER

The views expressed in the Scottish Anti-Poverty Review do not necessarily reflect those of The Poverty Alliance.

ABOUT THE POVERTY ALLIANCE

The Poverty Alliance is a network of community, voluntary, statutory and other organisations whose vision is of a sustainable Scotland based on social and economic justice, with dignity for all, where poverty and inequalities are not tolerated and are challenged.

Our aim is to combat poverty by working with others to empower individuals and communities to affect change in the distribution of power and resources. To do this we:

- Work with people and communities experiencing poverty to empower them to address poverty
- Work with organisations to build a strong anti-poverty network in Scotland
- Support the development of policies which promote social justice and combat poverty
- Raise awareness about poverty and encourage debate

The Poverty Alliance is recognised as a charity by the Inland Revenue. Reference No: SCO19926

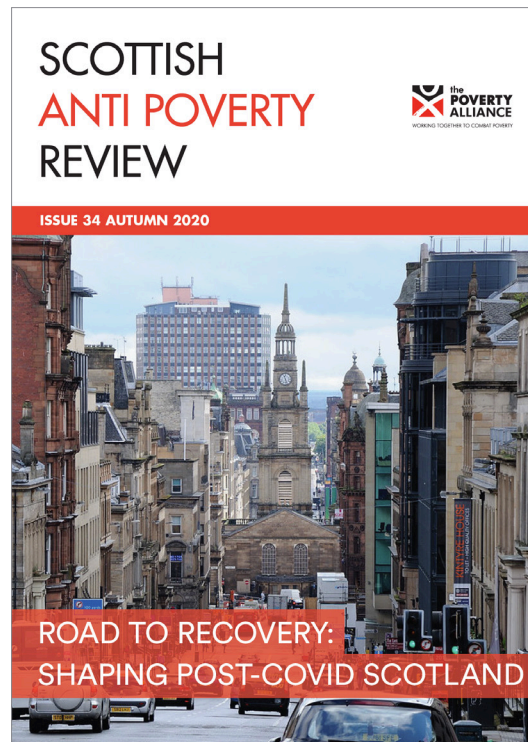
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WELCOME

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The Poverty Alliance, Standard Buildings,
94 Hope Street, Glasgow G2 6PH Scotland

T: 0141 353 0440 | F: 0141 353 0686,
E: admin@povertyalliance.org
www.povertyalliance.org



EDITORIAL

This edition of the Scottish Anti-Poverty Review is published during Challenge Poverty Week which, this year, takes place against the backdrop of the Covid-19 pandemic; a seismic societal event the likes of which is without parallel in our living memories.

It has become almost clichéd to say, but the pandemic really has altered and disrupted our society in ways that none of us ever thought imaginable. Beyond the tragic death toll – which has disproportionately fallen upon people from the most deprived areas of the country – the pandemic has created economic, social and personal impacts that will define our lives, society and economy for years – if not decades – to come.

Out of this crisis, new ways of thinking and of working are emerging, while existing thinking and approaches are being looked at anew. As Ian Bruce of GCVS outlines in his contribution to this edition, the role of the voluntary sector in supporting people through the economic storm created by the pandemic has been one of the key features of the civic response. As he makes clear, if social renewal is to be made real, it is critical that the sector receives the long-term support and financial prioritisation it requires to meet the growing needs of communities.

But social renewal must be pursued in tandem with economic renewal, and it has never been more apparent or more visible to all that our economy urgently needs redesigned to better reflect our shared values of justice and compassion, and to loosen the grip of poverty on people's lives. Those of us working on social justice issues knew this before, but it has never been more necessary – or more possible – to make different decisions about how we organise our economy.

This means, as Drew Smith of GMB writes in this edition's trade union column, translating the applause – which we all so vigorously gave key workers in the first weeks of the pandemic – into meaningful progress on pay and working conditions. It also means, as Miriam Brett of Common Wealth sets out, taking different decisions with the economic powers we have here in Scotland to create a more just, green and democratic economic system.

Indeed, as Rachel Statham of IPPR and Jess Husbands of Shelter Scotland highlight in their articles, there are many decisions that could be taken by the Scottish Government right now that would help to stem the rising tide of poverty and help to guide us on a course toward the economic and social renewal we all want to see. Whether through building more social homes or ensuring the Scottish Youth Guarantee is as ambitious and far-reaching as possible, there are policy decisions that can be taken and priorities pursued in the here and now in Scotland that will shape the nation that emerges from the pandemic.

And it is these policies, and policies like them, that Challenge Poverty Week seeks to spotlight and build support for. It is a week that aims to highlight not only the breadth of support that exists across every community in Scotland for tackling poverty, but which also makes clear that together we can solve poverty provided we take the action needed to boost incomes and reduce the cost of living.

As this edition of the Scottish Anti-Poverty Review underlines, we are not short of proposals for action. It is now, more than ever, the job of the anti-poverty movement in Scotland – and our allies across Scottish life – to make sure that these proposals for action are transformed into meaningful change and commitments from all levels of government. Our role in calling for this change has never been more important or more pressing, so let us use Challenge Poverty Week to redouble our efforts for the fight ahead.



RESEARCH COMMENT

Understanding the problem and fashioning the solution? The role of research in building back better responses to tackling poverty in Scotland

In his regular column, Professor John McKendrick of Glasgow Caledonian University, outlines the breadth of research already undertaken in Scotland to help better understand the impacts of the Covid-19 pandemic on people living on low incomes.



Each edition of the Scottish Anti-Poverty Review showcases recent research that helps us to better understand poverty in contemporary Scotland. In the last edition, research findings were shared from one study that examined the impact of the Covid-19 pandemic on the wellbeing of workers and volunteers working on the frontline in Scotland to support people experiencing food insecurity.

Like the entrepreneur who adapts to circumstance to offer products that the market needs (or wants) in that time and place, many social researchers in Scotland have either infused a Covid-19 dimension into their existing work, or have reflected on the challenge of Covid-19 to develop new research interests. Thus, over the course of 2020 some understanding has been developed by academics, government and interest groups on how Covid-19 has impacted – either directly or indirectly - on people living in poverty, with deprivation, or in multiply deprived areas.

Among the many studies completed or in progress are:

- **The Institute for Research and innovation in Social Services (iRiSS):** Based in Glasgow, iRiSS has an evidence search and summary service and has published a series of papers, each of which has collated evidence on a particular matter in relation to Covid-19, including (i) impact on low income families; (ii) impact on social care worker's mental health; (iii) domestic abuse; and (iv) social isolation and loneliness.
- **Covid Realities:** This research project, a partnership between CPAG, the University of York, and the University of Birmingham is documenting the experiences of parents and carers during the pandemic. It provides a space for people experiencing poverty to share experiences and to suggest solutions for the problems they are experiencing.
- **Supercharged: A Human Catastrophe:** This Glasgow Disability Alliance report is based on conversations with over 5000 disabled people, and has a before, during and beyond Covid-19 timeframe.
- **Volunteering with Belville Community Gardens.** From Community Garden to Community Action is a report by the Scottish Poverty and Inequality Research Unit, which reviews the work of volunteers with this community garden in East Greenock (Inverclyde) during the early stages of the Covid-19 crisis. For details, email: Laura Reilly at laura@belvillecommunitygarden.org.uk
- **Impact of Covid on Low Income Families:** CPAG Scotland used its Early Warning System resource (which collects case study evidence of the impact of social security changes on low income families) to report on how low income families in Scotland have been managing the Covid-19 crisis.
- **Impact of Covid on Migrants:** Another CPAG Scotland report that draws on its Early Warning System resource, this time focusing on migrant experiences.
- **Cost of Learning in Lockdown:** Yet another report from CPAG Scotland, this time drawn from their Cost of the School Day project, presenting Scottish evidence on how families managed school closures in the lockdown phase.
- **Use of the Scottish Welfare Fund During Covid-19:** The Poverty and Inequality Commission has published a briefing examining use of the fund during the crisis.



RESEARCH COMMENT Cont'd

- **School Meals in Lockdown:** The Poverty and Inequality Commission has also published a briefing that reviewed school meals provision during the lockdown phase of the Covid-19.
- **Tackling Food Insecurity:** The Poverty and Inequality Commission published two reports that reviewed how food insecurity was being tackled in Scotland during the crisis.

There is no shortage of work by academics and interest groups in Scotland (and beyond) that is helping us to better understand the impact of Covid-19 on those experiencing poverty. There are many other studies that could also have been listed. Furthermore, Scottish Government and other public bodies routinely and regularly publish data on Covid-19 on Scotland, some of which enables us to better understand how it impacts on our most vulnerable. These include data on mortality and transport.

Exposure to Covid-19

The Scottish Government maintains a Covid-19 data dashboard¹ that replicates data published by the National Records of Scotland on deaths involving coronavirus² and shares data on direct health impacts, health impacts not directly related to Covid-19, societal impacts and economic impacts.

Tables 6 and 10 of the weekly NRS update on deaths involving coronavirus in Scotland provide some insight and makes for sobering reading.

- Table 6 reports number of deaths and age-standardised death rates by deprivation area status
- Table 10 reports number of deaths and age-standardised death rates by occupation

FOOTNOTES

1. <https://data.gov.scot/coronavirus-covid-19/index.html>

2. <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/vital-events/general-publications/weekly-and-monthly-data-on-births-and-deaths/deaths-involving-coronavirus-covid-19-in-scotland>

3. <https://www.transport.gov.scot/publication/covid-19-transport-trend-data-21-27-september-2020/>

4. <https://www.transport.gov.scot/publication/covid-19-public-attitudes-survey-data-wave-8/>

It is already known (and sadly no surprise) that death rates are higher for those living in the most deprived parts of Scotland (relative to affluent areas) and workers who are not among the managerial and professional classes. However, Covid-19 death rates are even more unequal. For example, using best estimates from half-yearly data in 2020 (March through August), we find that death rates due to Covid-19 are 2.1 times higher between those living in the most and least affluent parts of Scotland (compared to 1.9x for all deaths).

Accessing the World of Work

Transport Scotland is monitoring transport patterns and attitudes toward transport in Scotland³. ⁴Although the data they share does not allow direct comparison between more and less advantaged citizens, the picture that is emerging is one that suggests that there may be longer-term challenges in maintaining a public transport system as we knew it. And as Campaigning groups such as Get Glasgow Moving make clear, there were already many problems with how this served many citizens (<https://www.getglasgowmoving.org/>). Transport Scotland's polling suggests that three-fifths of people in Scotland (58%) report that they are likely to avoid public transport and use a car or other vehicle when restrictions on transport are lifted.

The research community – as with public health and other sectors of society – has risen to the challenge of deploying its talent to better understand the impact of Covid-19, often paying particular interest to the most vulnerable. Yet understanding is only a means to an end. Finding sustainable and equitable solutions is the ultimate goal and this is everyone's business. Research findings are increasingly more readily accessible to those who want to fashion solutions to the problems and challenges we face. Researchers are not always (not generally) best placed to design solutions. Research is a public good that should be used by all those with interest, inclination and insight to build back better for those experiencing poverty and disadvantage in Scotland.



TRADE UNION COMMENT

After the applause: Trade union comment



The pandemic has underlined the critical importance of public sector key workers to our economy and our society, yet too many of these key workers are low paid with poor working conditions. Drew Smith, Scotland Political Officer at GMB Union, writes on the need to turn the applause into better pay and conditions.

Between March and July, millions of us stood on our doorsteps applauding the heroic efforts of key workers, carers and NHS staff putting themselves in harm's way amidst the coronavirus pandemic. It was them who kept our essential services and supplies going in what were, and still are, unprecedented times.

For months many of us have worked from home, minimising our risk; our only contact with those outwith our own families, close friends or near neighbours has most likely been key workers. For politicians in particular it became de rigueur to be seen clapping out front, not just by their own neighbours, but to pose for the camera and upload the picture to Twitter by one-minute past eight. Leaders made sure there was a weekly clip for the evening news too, and all expressed the same sentiments: The pandemic was showing us what really mattered, what we should really value and showing up what we, perhaps, didn't value enough.

Neither sentiment nor applause puts food on the table. It is no exaggeration to say that for many key workers putting food on the table was on their minds just as much as keeping themselves and their families safe from Covid-19. Many key workers were carrying on - filling supermarket shelves, caring for our elderly, cleaning our hospitals and collecting our rubbish – without really knowing what their risk was. For carers, in particular, it was a frightening time. Many caught the illness at work, and some died. They endured weeks of uncertainty about what was and wasn't safe, or safer, to do: Whether to wear a mask, whether they were allowed to wear a mask, where to find a mask and how often should it be changed.

It should never be forgotten- as we all now wear face coverings on a bus or to enter a shop - that care workers, through their unions, had to fight for the right to wear a mask in the early part of the epidemic. It has to be remembered that they did so in the face of opposition from their employers, who characterised their concerns as overly dramatic and, shamefully, government advisers who couldn't seem to see beyond clinical settings and into the multitude of challenges facing social care. For workers in care homes the fears turned very real, very quickly, when care homes were allowed to become the epicentre of a pandemic that would prematurely take the lives of thousands of residents.

Gallingly, for care workers and their representatives, government stuck to a mantra that the Scottish care system was something to be proud of - well placed, at the outset, to manage the risk of infection and transmission. It was as if government ministers had never given the reality of the care sector a moment's thought before. A reality for thousands of low paid, often exploited, mostly women, workers earning £9.30 an hour or less; many without proper sick pay, often working multiple jobs. A workforce more likely to be reliant upon public transport, many of whom are also carers to family members of their own, many from immigrant or BAME backgrounds too. All lacking the professional status that might have helped to keep them safe - or at least ensured their voices were properly listened to - when they promptly began to ring the alarm about what was unfolding in our care homes. A scandal, which our politicians had watched approaching from other countries in the weeks before.



TRADE UNION COMMENT

After the applause: Trade union comment



AFTER THE APPLAUSE

For weeks here we clapped these and all our key workers. Politicians repeating the mantra that it was an opportunity to think about what really mattered in society. Nicola Sturgeon told the Scottish Parliament on 20 May:

“I would never have wished the circumstances in which we are having these discussions, but it is undoubtedly the case that they give us an opportunity to change things for the better. That is something that I am determined to try and do.”

Such change was long overdue before Coronavirus hit. Whoever thought it a good idea for our most vulnerable citizens to be looked after by workers without sick pay; who couldn't afford to stay off work if they fell ill with an infection of any kind? This is what was described as a well-prepared starting point for dealing with coronavirus. This is why trade unionists spoke out about a crisis within the crisis. The early rhetoric of a virus that did not discriminate was proven untrue – it targeted most harshly the sick and the old, but it also came after the poor. Those roles, which although so vital they were now deemed worthy of applause, remained, to a large degree undervalued. Those doing them, so little respected that their voices are rarely heard in the consensus-laden world of Scottish politics. A world where the progressive aspirations of those who run things hide a multitude of inconvenient realities.

Those working in lower-paid manual jobs, as well as carers and healthcare workers, were most likely to die from coronavirus, both before and after lockdown

was implemented, according to the Office for National Statistics (ONS). It is too early to say, but it already seems likely, that those who suffer longer lasting complications are also likely to be amongst the same groups of workers - those for whom multiple infections are likely and whose demographics correlate most strongly with pre-existing conditions. Put simply, outside hospitals, the lower paid you are, the more likely you are to fall ill or to die.

So, as we embark upon a further wave of the virus, with the hope that we have learnt lessons and developed strategies to better fight its worst potential, what has changed for key workers, for those we clapped for, for a while?

In the main, nothing, or at least nothing particularly positive.

A GMB Scotland survey of around 2,000 key workers, undertaken as the first lockdown ended, showed that half (51.2%) believed their personal financial circumstances had become harder during the Covid pandemic. 80.8% felt that politicians had not done enough to support key workers and 81.9% felt that they had not been fairly rewarded for their efforts during Covid. Thinking about before Covid, 20.6% said they often struggled to make ends meet and 48.7% felt that they sometimes did. 23.8% said that they would now consider finding another job rather than work through a second wave and 33.5% said they might consider it. Regarding the applause –

- 38.2% felt it made no difference to them
- 32.2% felt they deserved more than clapping
- 20.5 felt grateful for it, and
- 9.1% said it made them feel rewarded

A number of private companies have offered some kind of bonus payment, rarely much, but a gesture more than the state itself has offered. Companies like ASDA and Amazon, keen to avoid further bad publicity about their employment practices, have sought to identify the minimum possible reward and have paid it out.

Others have found themselves in dispute with furious workers who put themselves on the line but received nothing. Workers like those currently striking at Burton Biscuit Co. in the Sighthill area of Edinburgh. Biscuit makers were designated essential food producers and production actually stepped up during lockdown.



In return, when the annual pay round came – an offer of just 14 pence per hour more, from a company whose directors awarded themselves a 33% increase in 2018. Another biscuit manufacturer, this time in Glasgow, told their workers that they should feel proud that their product was being enjoyed by hospital nurses fighting Covid-19, as if the company were supplying the biscuits for free. These, of course, are the working-class jobs which have fared best, because at least they still exist. For others, the end of furlough signals redundancy and being catapulted from otherwise good unionised jobs, like those of airport workers, into unemployment in the worst labour market for generations.

For public sector workers, and those in allied jobs such as the care industry, surely the picture is better. Not so. Cleaners, carers, refuse workers and many other roles that, for a short while our national leaders noticed, have gone back into the shadows or so, at least, their employers hope. Throughout the long summer of 2020 union organisers have been recruiting to a new campaign, After the Applause, which demands a fair payment for all key workers reflective of the risks they were put at but also of their fundamental value. GMB Scotland are calling for a new hourly rate in care of £15 an hour, for example, the equivalent of the average UK wage at the time of lockdown: who is to tell our care workers that they are worse less than average now?

Across the economy we now need to see support for business which is unashamedly conditional upon keeping people in jobs and a rejection of fire and rehire threats to hard won terms and conditions. We need to see a proper industrial strategy for Scotland capable of sustaining and creating decent jobs for women and men, and not just recovery to what went before.

It is already clear that unions will have to fight for these changes, just as we had to do for safer systems of work amidst the threat of the virus. 2020 may well be the year that we decided we wanted to build back better. But, if it is to come about, it will need unions to fight back harder than ever and to demand payment of the debt we all owe to Scotland's, and indeed the world's, key workers.





THIRD SECTOR COMMENT

Never More Needed?

The voluntary sector in Scotland needs to be better valued and supported if we are to collectively and successfully recover from the tsunami of the Covid-19 pandemic, writes Ian Bruce, Chief Executive of Glasgow Council for the Voluntary Sector (GCVS).

The voluntary (also known as the third) sector has been critical to the response to Covid-19 right from the very beginning. Community groups, charities and social enterprises have been working on the frontline with those people hardest hit by the social and economic impacts of Covid.

In Glasgow, the voluntary sector has stepped up to deliver for our citizens. From food provision to prescription collection, wellbeing calls to emergency assistance, and digital access to transport, our sector has been at the heart of the response at every level and in every community across this amazing city.

As CEO of GCVS, the umbrella body for over 3,000 community groups, voluntary organisations and social enterprises in the city, I have been overwhelmed with the compassion, ingenuity and resourcefulness of our sector and the citizens who have stepped in to help. There are so many examples of people in communities rallying round, ready to help others.

Our Covid helpline opened quickly after lockdown started. Many who phoned us were desperate – in need of food, money, or medication. Some of the early phone calls to our team were quite frankly heart-breaking; people really were left with nothing. Fortunately, we were able to signpost to amazing local organisations who joined us under the Glasgow Helps banner. The sector adapted and responded with breath-taking speed – there are important lessons here about the capacity of community-based organisations to mobilise people and resources into action.

One thing that strikes me is how many of these people who phoned us looking for help were managing – or at least coping – before Covid.

Some people were struggling because of the loss of support from family and neighbours. Families unable to support loved ones. Parents not allowed to leave children with neighbours. The basic building blocks of how we support each other in our society were suddenly removed from us.



For others, the challenges were financial – many of the people who phoned weren't used to accessing support. Their normal wages enough to keep them out of destitution but 80% wages during furlough meant the budget no longer balanced.

Too many people in our society live at the edge of destitution - where one change in their circumstances moves them mercilessly from coping to struggling. That one thing has been Covid for so many people in the last six months, and lockdown made already challenging lives much more difficult. But we must not pretend or allow others to convince us that Covid is the cause. It is our economic model and political choices that have left so many people living in poverty and so many others perilously close to destitution.

As we move into tougher Covid restrictions, and as the shockwaves from the pandemic continue to hit us hard, the voluntary sector will remain in the vanguard.



THIRD SECTOR COMMENT Cont'd

As the hashtag says, we are #nevermoreneeded. We will need to continue to adapt in order to respond to the scale of challenge that is coming.

Economists are clear that the recession coming our way is deeper than previous downturns in 2008 and 2010. Many in our society who most rely on public services and social security support would argue we have not yet even recovered from these recessions. And yes, austerity is still very much with us.

There are many things we do not know about what will happen in the next few years. There are however three truths that are indisputable:

Covid has accelerated pre-existing trends that deeply affect how we live.

For better or for worse, the last six months have moved many statistics forward half a decade or more. Use of video conferencing, online shopping and home working have all grown faster than expected. But we should expect that structural trends have been affected too. Whether there is evidence yet or not, we should expect that our core measures of social inequality in society – the income gap between the richest and poorest, the attainment gap in schools, health inequalities, life expectancy – will all be moving speedily in the wrong direction.

The damage will fall hardest on those who are already disadvantaged.

We know this to be true because it has always been the way. Many of the jobs we are already losing in the city are low paid roles in hospitality and retail. These are jobs that are disproportionately taken by younger people, women, and people of colour. That economic risk is on top of the greater health risk that many of the people in these roles have taken and continue to take in going to work. If public spending is to be marked in future by more austerity, these people and others such as older people and those with disabilities will slip further behind.

COVID and its effects are here for the long haul.

I think we are on the cusp of moving from describing Covid as an event that we respond to, to thinking of it as an era in which we live.

Levels of the virus will rise and fall at a national and local level and social and economic restrictions will vary to respond to this. This continued state of flux will have many impacts, not least on employment and mental health. It is unclear the extent to which governments in Westminster and Holyrood are able and prepared to spend to protect citizens from these effects.

The voluntary sector is an essential partner in responding to these challenges.

But the sector itself is not immune. Like others across the country, our local organisations are having to respond to major financial and operational challenges. Organisations that rely on community fundraising or trading for their income have already seen that evaporate and are unclear when they can plan for its return. Organisations must replace lost income or make redundancies to stay afloat. The likely hike in unemployment will include many from the voluntary sector.

If we seek to chart the least painful route through Covid, then communities need a resilient and adaptable voluntary sector. But as resources become tighter, many organisations will need to scale back their work, some will undoubtedly have to close. Delivering will require a shift in how the sector works, how it is involved in planning, and how it is resourced for its work.

Collaboration will be essential - the community-level collaborations we have seen in Glasgow have been critical to the support people received in the last six months. We must push that further while recognising that even sustaining existing collaboration will be challenging, as organisations compete for limited resources. Going forward, competition for grant funding as a secure source of income in turbulent times will intensify.

There will be much talk of mergers and that approach will be critical in some areas of delivery. There are indeed some organisations in our sector where work is duplicated or delivered in competition. But the drive towards merger must be resisted at a community level, where it is community-led organisations that have delivered the bulk of what communities have needed during Covid.



THIRD SECTOR COMMENT Cont'd

The strength of these organisations lies in how they are trusted, how they are led by local people and how they are embedded in the life of the community. Mergers may risk creating distance between these organisations and their communities.

This capacity to understand and mobilise communities is an essential part of what makes the voluntary sector unique.

To survive this and to support their communities to thrive, organisations will need to combine this ability with innovation and adaptability. Becoming better with digital is just one area of innovation – our sector's historic strength in seeing emerging needs and responding to them will be critical.

That the sector remains able to respond to need must not be the responsibility of the sector alone. Others must play their part, including local, Scottish and UK Governments, as well as independent funders. The sector needs these partners to understand the context and bring fresh thinking to their approaches. Most of all there must be increased trust that the voluntary sector knows what their communities need and how to deliver for them.

“I remain optimistic for the sector and for our society. These last few months have been challenging for everyone. We face increased trends in poverty and a long recovery. But I believe there is a chance for us to create a different way; a stronger and fairer economy; better understanding of the value of local and of community; a society that looks after ALL of its people. And we need a public sector that values the voluntary sector's contribution. What happens next, and how the sector is supported to play its full part, is the next step in what will be a long journey ahead.”

Follow the work of GCVS on Twitter @GlasgowCVS. GCVS is also hosting a series of 'Big Idea' conversations to consider how a post Covid society might look through its 'Our World Reimagined Series'. Find out more about upcoming events on the GCVS Eventbrite page.





Charting Scotland's Path towards Recovery

The pandemic has shone a light on many of the deep inequalities created by the decisions that have been taken about how we design our economy. Miriam Brett, Director of Research and Advocacy at Common Wealth, here outlines some of the steps that can be taken in Scotland to build a more equitable, sustainable, and democratic economic system.

While the virus itself may not discriminate, our economy does, and the impact of Covid-19 has fallen disproportionately on those already structurally disadvantaged by our economic system. The inequality crisis continues to scar our communities. Prior to the public health emergency and the economic fallout that followed, the UK had undergone a decade of austerity, which caused a decade of lost wages for workers, stagnating living standards, low rates of investment, soaring levels of hunger, and rising child poverty. Public policy must ensure that the distributional impacts of this crisis alleviate the gross inequities in wealth and power in our society.

The climate crisis changes everything and - despite the immediate threat to life from Covid-19 - remains the single biggest danger facing our future. Inherently linked to the inequality crisis, the causes and distributional impacts of the climate crisis are unevenly felt.

And, while government intervention remains vital, much of the sorely needed state support has flowed to rentiers – those who do not profit from productive work but instead profit from ownership of resources – meaning that intervention has, in many instances, insulated and shielded the wealth of the already wealthy. An IPPR report estimates that up to 45 per cent of the net cost of the furlough scheme will be spent on rent and debt repayments.

As we begin to reconstruct our economy, a return to 'normal' cannot and should not be considered an option. Instead, just as the current paradigm centres on a particular form of economic model, a new consensus must lay the foundations for a more equitable, sustainable, and democratic system based on a pluralistic landscape of common and democratic ownership.



A new report by Common Wealth, co-authored by myself and Scottish economist Laurie Macfarlane, sets out steps to achieve this.

A Green and Just Recovery

As unemployment sharply increases and the furlough scheme is wound down, a central pillar of our recovery must be that of job creation. But equally important to the need for job retention and creation is the quality of those jobs. To secure a sustainable future, Scotland needs a raft of well-paid, secure, sustainable employment opportunities.

The Scottish Government's Advisory Group on Economic Recovery recommended the introduction of a 'Scottish Job Guarantee' that would offer "secure employment, for a period of at least 2 years, to 16-25 year olds, paid at the Living Wage", with public money being used to subsidise jobs predominantly in the private sector. Yet the ability of firms to create new jobs, even if subsidised, is limited as demand remains depressed, and it runs the risk of firms paying off regular full-time workers and replacing them with subsidised workers to cut costs and boost profits. Instead, we could create a Job Guarantee designed to provide well-paid employment opportunities in the public sector to anyone who needs it.

A Green New Deal offers a crucial framework: joining climate justice and social justice together in a public-directed programme of rapid decarbonisation that builds the foundations for a post-carbon future of shared prosperity.



Charting Scotland's Path towards Recovery



To achieve this, a Green New Deal must stretch to every aspect of our economy to break from a model of unsustainable forms of production and consumption by enhancing cycling infrastructure; the phasing out of non-essential car travel in our cities and investing in the caring economy; reforming our tax system to support a just transition and the redistribution of wealth, though, for example, a Frequent Flyer Levy; and the building and retrofitting sustainable, affordable homes for all.

While the Scottish Parliament does not have the power to phase out oil and gas extraction, it can and should pressure the UK Government to redirect subsidies for oil and gas extraction, including tax breaks. As Friends of the Earth Scotland note, given the right policies, clean industries could create more than three jobs for every North Sea oil job at risk. Moreover, assessing how green and just Scotland's recovery is will need measures of progress that prioritise these goals - not GDP, which is blind to distribution and counts as a positive destruction of the natural environment.

Community Wealth Building

The concentrated ownership of wealth and power that is designed into our economy strips workers and communities of the wealth they create in common, which is often extracted by shareholders and excessive executive pay, hollowing out local economies. This matters, as the highest earning fifth of households in Scotland account for 42 percent of all income, whereas the lowest earning fifth account for just 7 percent, and wealth inequality is even more acute.

In place of an extractive model, Community Wealth Building can set out a bottom-up approach; one that builds collaborative, inclusive, and locally controlled economies. To do this, a Community Wealth Building Act can support an economic strategy that transfers financial and physical assets to local communities and redirects wealth, control and benefits to local economies, built on the following pillars: Pluralist models of business ownership, making financial power work for local places, fair employment and just labour markets, progressive procurement of goods and services, and socially just use of land and property.

In Scotland, we have already seen a comprehensive strategy in North Ayrshire for Community Wealth Building. The challenge is now to facilitate a broader locally-led rollout to drive this agenda forward.

Banking for the Public Good

The establishment of the Scottish National Investment Bank (SNIB) is a considerable achievement. In order to meet its potential, it must be structured and governed effectively. As it stands, the SNIB is governed in a way that is commonplace in the private sector but relatively unusual in the public sphere. Shifting this to expand the voices involved in the Bank's strategy could involve that the composition of its Board is reviewed to include at least one Minister, one trade union representative, one local authority representative and two representatives from civil society – and that the number of Board members from the private sector is capped at one-third.



Further, as businesses are struggling amid this level of economic uncertainty, a new holding company arm of the SNIB could be established and tasked with purchasing equity stakes in distressed but otherwise viable Scottish businesses that meet defined criteria, helping them to stay solvent throughout the crisis.

Tenant Protection and Social Housing

In recent years the Scottish Parliament has made significant progress towards enhancing security of tenure in the private rented sector. However, rents in Scotland remain high and continue to increase faster than many households can afford, constraining living standards. Almost half of tenants (45%) in the private rented sector have seen a drop in their incomes since March 2020 and of those, seven in 10 (71%) have cut back on spending, and nearly six in 10 (58%) have had to borrow or use up savings.

To tackle this, the Scottish Government can introduce an immediate rent freeze to ensure that tenants will not face rent increases during a time of profound uncertainty and hardship, as well as a system of rent controls to commence after the rent freeze period ends. This can be complimented with an increase in social house building to secure homes for all and create jobs.

Securing Democratic Public Ownership

Over the last four decades, privatisation has been a prominent component of the UK's unequal and extractive economic model. By 2009, 132 of the world's 500 most valuable corporations were privatised former state enterprises, but seldom did countries go as far as the UK, which remains – alongside the US – an outlier when compared to many other wealthy economies. Between 1980 and 1996, Britain was responsible for 40 per cent of the total value of all assets privatised across the OECD.

Because of the nature of the devolved settlement, elements of our economic framework are, to a certain extent, predisposed by our place in the UK, hammered home by the recent sale of the Green Investment Bank and the Royal Mail. Important steps have been taken in Scotland to break from this model. For example, the decision to abolish the Right to Buy marked a milestone, with privatising the public housing stock having been a

key pillar of Thatcherism and with 494,580 council and housing association homes sold under Right to Buy in Scotland between 1979-80 and 2014-15.

But there remains a need to harness this by shifting our understanding of this approach, from a patchwork of decent individual policies and towards a strategy to integrate democratic public ownership at the heart of a comprehensive, planned transition to a new economy with wellbeing at its core. The need for this has been highlighted by the current crisis, particularly in areas like the care sector and transport.

Stewarding Land

Land reform has been one of the crowning achievements of the Scottish Parliament. However, land reform should not be viewed as a one-off event but rather an ongoing process. The creation of a democratically accountable 'Scottish Land Development Agency' with the power to purchase, develop and sell land can help ensure that this key resource is being managed strategically in the public interest.

Furthermore, while Community Right to Buy continues to be an important mechanism for diversifying landownership in Scotland, high land prices remain a barrier. Introducing an upper limit on the total amount of land in Scotland that can be held by a private landowner or beneficial interest; strengthening Community Right to Buy powers to enable communities to acquire land at below market values; and granting local authorities the legal power to issue Compulsory Sale Orders can help tackle this, while the creation of a new Common Good (Scotland) Act can provide a statutory framework to modernise Scotland's unique system of Common Good property.

As we battle with the immense upheaval and uncertainty of the current environment, now is a time for bold thinking and action, to fundamentally shift how our economy operates and in whose interests, and lay the foundations for a more equitable, sustainable, and democratic system based on a pluralistic landscape of common and democratic ownership



Build Scotland's Future: The need for 37,100 new social homes

Access to affordable housing is critical in loosening the grip of poverty on people's lives. Yet too many people across Scotland are locked into poverty because of high housing costs. Jess Husbands, Policy Advocacy Officer at Shelter Scotland, sets out the urgent need for investment in social housing in the coming years.

This September, Shelter Scotland launched its landmark social housing campaign, Build Scotland's Future. We are calling on the Scottish Government to commit to building a minimum of 37,100 homes for social rent over the next 5 years (2021 – 2026). This number of homes is the level of building required to begin to reduce housing need in Scotland.

The current Scottish Government has committed to build a record number of social homes during this parliament, and the level of social house building over the past 4 years is to be commended. But it's not enough. We are dealing with unprecedented levels of housing need, due to a backlog of demand after decades of underinvestment in affordable housing and rising homelessness; and that demand will only increase as we move towards the expected economic recession post-coronavirus. But homelessness and a lack of housing are not inevitable; by building more social housing where it is needed, we can reduce housing need, and materially improve the lives of the people that need it most. An ambitious new affordable house building programme can deliver this social housing, but it will take leadership, investment and long-term commitment from the Scottish Government to make this a reality.

37,100 homes. That might be quite hard to conceptualise, but to put it another way: Over the next five years, Scotland must commit to building just one extra home for social rent per day in addition to the current target, to start reducing Scotland's level of housing need.

By building more homes, we can help rebuild Scotland's economy, rebuild our communities, create more jobs, help meet climate and child poverty targets and build a brighter future. That's why we're calling on all political parties to unite behind the call to build social housing and invest in Scotland's future.

You might be thinking, 'aren't there more important things to worry about during a pandemic?'. It could be perceived as tone deaf to be calling for the building of more social housing in the middle of a public health emergency. But what have we heard from the



Government throughout this period of uncertainty? Stay safe, stay home. Housing and having a safe and secure home have been central to the Government's advice to us all during the pandemic, and rightly so. But for thousands of people in Scotland, having a safe and secure home is just not a reality: every year, around 30,000 people make a homeless application. There are 132,000 households on a social housing waiting list. As of August, there were over 14,000 households in temporary accommodation – and the average time spent in temporary accommodation was over 6 months. For many of these households, the message of 'Stay safe, stay home' was a little harder to follow. So in this way, the pandemic has highlighted why investing in good quality, affordable social housing where people can thrive is so important.

Investing in social housing should also be prioritised not just for the households who need it now, but for those who will need it in the coming months and years. The coronavirus pandemic brings a new dimension to that. The UK has already tipped into "the largest recession on record", and many more will lose work in the coming months. Between February and May, employment levels in Scotland fell by 47,000 and unemployment increased by 15,000.

This has an inevitable impact on the level of housing and financial need. For example, almost a third of households (31%) across Scotland have reported a drop



Build Scotland's Future: The need for 37,100 new social homes

in incomes since March 2020 and 35% of people were concerned about their income levels. As a result of this reduction in income, more and more people are turning to the social security system: There have been six times more claims to Universal Credit than in the same period last year, a 40% increase in applications to the Scottish Welfare Fund, and a shocking 71% of Scottish families said they have had to cut back on food and other essentials.

In response to this unprecedented situation, and the level of need both now and in the future, a comprehensive and long-term social housebuilding program is imperative.

Because building social homes means so much more than bricks and mortar, social housing can positively impact almost every area of someone's life, as well as having knock-on positive effects for the wider economy. To achieve such a social housebuilding program, we're calling for £3.4 billion of capital investment, but we estimate this would generate around £12 billion in additional income through construction, labour supply and boosts to productivity. On top of this, such a landmark investment would create around 7,000 jobs, savings to the health service, education system, and criminal justice.

On an individual level as well, social housing means so much more than a home.

Social housing means better educational outcomes. Good housing boosts educational attainment by providing continuity in school, stability in life and a safe and secure place in which to do homework and study. This is particularly important for children, whose education can be severely disrupted by frequent house moves. An Australian survey found that seven out of ten people living in social housing felt, "more able to start or continue education or training."

Social housing means better health and wellbeing. Study after study has found that poor housing is associated with poor health: overcrowding can cause stress, mould and damp can cause respiratory problems, housing insecurity can cause anxiety and sleep disturbance, and homeless individuals report long-term physical health conditions at significantly higher rates than the general population.

Investment in social housing would have the direct effect of reducing the number of people who become ill because of their accommodation, or the lack of it.

Social housing means improved community cohesion. Increasing the supply of affordable housing would mean giving people more choice in where they want to live, which we know has a positive effect on housing outcomes. People who are satisfied with their housing are more likely to be satisfied with their neighbourhoods. Affordable housing can also play a key part in reducing inequalities, and reducing disparities in wealth and income can promote social cohesion through participation in the community.

Social housing means helping to alleviate poverty. The cost of housing is a major outlay for most people. As such, it is a major factor in creating and preventing poverty: affordable housing can increase a household's disposable income, while high housing costs can leave people without sufficient income, plunging them into poverty. In Scotland, 102,000 people are in poverty as a result of their housing costs. Long-term, sustainable investment in social housing can change this.

All of this progress can be secured through an ambitious affordable housing programme, which would provide the means to help stop homelessness and set us on a path towards the Scotland we want to see; a Scotland where everyone has a safe, secure and affordable home where they can thrive. Building 37,100 social homes will do much more than put a roof over people's heads: It will help to reinvigorate our economy, society and our communities for years to come.

To find out more about our social housing campaign, Build Scotland's Future, and to sign our petition calling for a commitment to build 37,100 social homes over the next 5 years, go to https://scotland.shelter.org.uk/get_involved/campaigning/buildscotlandsfuture



Community Wealth Building: For a more just and democratic economy

The concept of Community Wealth Building has attracted growing interest in recent months and years, with North Ayrshire Council becoming one of the standard-bearers for implementing the approach in Scotland. Joe Cullinane, Leader of North Ayrshire Council, here sets out why he believes in its transformative potential.

That poverty is intrinsically linked with the health of the economy seems an obvious point to make, but it is true. Given that around 1 in 4 children in Scotland are living in poverty, it is patently obvious that the Scottish economy is in a state of dire ill-health. A growing economy with rising employment no longer represents a guarantee of social progress for people, and it certainly doesn't represent progress for the planet.

We are living through a period where economic 'growth' has resulted in massive wealth accumulation for the few, and where, for the many, employment doesn't guarantee enough income to live. For communities across Scotland, like North Ayrshire, the lived reality is that too many of the "good jobs" have gone, replaced with an increasingly casualised labour market, best illustrated through the rise of the gig economy. Whilst in previous eras the message may have been that work is the best route out of poverty, in today's Scotland that notion rings hollow, with 65% of children in poverty living in a working household.

These issues will only be exacerbated by the economic and social fallout of Covid-19. We are already seeing how this extractive economic model's self-reinforcing cycle is kicking in, with Amazon CEO Jeff Bezos' net wealth increasing by over £40 billion during the pandemic, at a time when we are in the midst of a global recession, when thousands have already lost their jobs and before we face the tsunami of redundancies that the premature ending of the furlough scheme threatens.

If politicians in Scotland are serious about reducing poverty, with the eventual goal of eradicating it altogether, then they must acknowledge that it won't be achieved by using the same economic strategies that entrenched it in the first place.



We need a new approach, that ends this extractive economic model and builds a new generative one. If ever an area needed a new economic approach it is ours. That's what we are building in North Ayrshire through Community Wealth Building.

Deindustrialisation in the 1980's saw Ayrshire's industrial heritage decimated; big employers closed with no replacement investment forthcoming. Over the proceeding four decades, the traditional economic game has been played – pursuing inward investment in the hope that, if it ever arrives, the benefits would trickle down to our people and communities.

But trickle-down economics don't work. All that has happened is that regional inequality between areas such as the South East of England, and in Scotland the East Coast areas around Edinburgh, and the rest of us has grown deeper. No one has come along, including government, to lift us out of our predicament and we cannot wait any longer. It's time that we recaptured control of the local economic landscape, and we will do that through Community Wealth Building.

Since we launched Scotland's first Community Wealth Building strategy in May there has been widespread interest in our work. In fact, Community Wealth Building is fast becoming the latest lexicon of Scottish politics. But too often people are misinterpreting its intentions, believing it to be another fluffy community empowerment initiative, or even when they do engage in some of the principles behind it, they oversimplify its purpose to simply be a bit more local spend through procurement. They are wrong.



Community Wealth Building: For a more just and democratic economy



What we are talking about is the total reorientation of the economy to redirect wealth and control of the economy away from extraction (of wealth and our natural resources) to local economies and communities. We will do that by using the untapped power of the local state to create a new fairer, inclusive, sustainable and democratic economy.

Through the five pillars of Community Wealth Building – procurement, employment, land and assets, financial power and plural ownership – we will re-establish the link between a healthy economy and reducing poverty; reconnect economic strategy with the general principles of social justice; and reinstate the position that work is indeed a route out of poverty.

We already have many of the tools we need at our disposal. Take procurement for example, across the public sector in Ayrshire we spend £1 billion a year procuring goods and services. That's £1 billion of local wealth that Ayrshire already has to catalyse the transition to a new economy. Spending a slightly bigger slice of that wealth with local businesses is not enough. To re-orientate the economy, you need to address the issue of ownership. Therefore, whilst Community Wealth Building will use progressive procurement practices to animate the local market and create more dense local supply chains to retain local wealth, our ambition is spend more of that procurement with generative forms

of business such as co-operatives, social enterprises and worker owned businesses – forms of business that have a different value set from for profit businesses, businesses who are more likely to create good employment, to circulate wealth and surplus locally and contribute to tackling the climate crisis.

Procurement is only one lever at our disposal. The public sector owns huge swathes of land and tons of buildings, and rather than seeing them simply as assets to sell off to manage reducing budgets as a result of austerity, we want to raise the bar on our ambitions, to maximise the true value of those assets by using them for the common good. Whether it be transferring ownership to the community or using them in an intentional way to aid our fight against climate change, these are common assets that can be used to improve the economic and social conditions of a place.

As the largest employer in North Ayrshire, the Council has huge power to influence work in the local economy. We can use that power to intentionally tailor our own recruitment policies to lift people out of poverty by, for example, offering jobs, training and modern apprenticeships to groups who struggle to access the labour market, such as single parents or young people during the forthcoming recession. We can provide career progression opportunities that enable local people to fulfil their potential.



Scotland's 100,000 Challenge

And, we have the power to influence the standard on pay and terms and conditions across the wider regional economy too.

In total there are 55 actions contained within our strategy across all five pillars. People have said it is ambitious, but my answer is; it must be. This is, after all, an intentional strategy to shake the foundations of the extractive economy, and to create something better from the bottom up. That is what a true model of Community Wealth Building sets out to achieve.

I genuinely believe that Community Wealth Building is a concept with the potential to transform the economy in a way that addresses the deep-rooted deprivation that has plagued so many communities across Scotland for decades. I want to see the ideas rolled out across Scotland, but I raise the warning that it cannot become another buzzword in political circles, with people in power claiming they are doing it when they are not. That will result in the dilution of the concept and have a negative impact on those of us who are implementing a wholesale Community Wealth Building approach that tackles inequality and deprivation.

To scale what we are doing in North Ayrshire to a national level will require a fundamental shift in the culture and behaviour of economic development, including how we measure economic performance. If GDP remains the narrow measurement of all economic value, then the economic imperative for the nation will remain the pursuit of growth, not the wellbeing of our citizens. We can call it 'inclusive growth' or 'green growth' to make it sound more progressive, but we will be pursuing the same growth-obsessed economic strategy that has saw the health of our economy deteriorate.

Instead we must measure economic value through the pursuit of an improving economy, that is able to sustain decent living standards for the many. That's why in North Ayrshire we are creating an 'Inclusive Economy dashboard' in order to measure our economic performance through a wellbeing lens and one of the indicators we intend to use is a measurement of child poverty. Making this change will allow us to measure the real impact of Community Wealth Building on the people and communities of North Ayrshire.



One of the clearest impacts of the pandemic so far has been rising levels of unemployment, with young people being particularly affected by labour market disruption. Rachel Statham, Senior Research Fellow at IPPR, here writes on the looming youth unemployment crisis in Scotland and the steps we can take to prevent long-term damage to a generation's prospects.

The Covid-19 pandemic and the resulting economic crisis threaten the jobs and income security of people across Scotland, as across the UK. Six months into the Covid crisis, we are entering a period of high unemployment with stifled job creation – with considerable uncertainty ahead. As the UK Government's Job Retention scheme is set to wind up at the end of October, and the announcement of its successor, the Job Support Scheme, offers cold comfort for many: for those whose jobs lie in industries or areas facing ongoing restrictions a return to work may not yet be possible while government support is being withdrawn. Meanwhile, there are widespread concerns about whether the scheme goes far enough to incentivise employers facing difficult winter months ahead to share work around, by keeping more of their employees in work on a reduced-hours basis.

The employment outlook over the coming months is grim.



Scotland's 100,000 Challenge

The latest Office of Budget Responsibility forecasts UK-wide unemployment at 11.9 per cent at the end of 2020, which would see 3.4 million people out of work by the end of the year. How Scotland will fare relative to rest of the UK remains unclear, but there are particular risks associated with the dominance of our hospitality and tourism sectors, and some concerning early indicators: official figures for June 2020 saw Scotland's unemployment rate rise to the highest in the UK, at 4.6 per cent. While ongoing restrictions and a delayed budget at Westminster leave significant questions unresolved over the coming months, it's clear that the Scottish Government will have to use all the powers at its disposal to hold back the tide of rising unemployment over the coming months.

The cost of youth unemployment

In the face of an unprecedented jobs crisis, there will be difficult choices to make in the months ahead -- not least when it comes to targeting support. While the impact of rising unemployment will be widespread, there are clear and identifiable threats to the prospects of young people in Scotland in the coming months, and over the longer term. Evidence from previous recessions tells us that young people (aged 16-24) are particularly exposed to 'scarring effects' from falling out of employment, education, or training, which can harm their employment and earnings prospects far into their futures. With less employment experience to fall back on, young people are also often more likely to be let go and less likely to be hired during a recession (Henehan 2020). These scarring effects can last for decades in the form of pay and employment gaps that follow young people throughout their working lives. This harms the health, wellbeing and security of young people now, but it also stands to hold back Scotland's economic recovery and weaken our future workforce as a generation of young people are held back.

This autumn, tens of thousands of young people in Scotland are leaving education and entering the workforce, whether from school, college or university. These young people will be faced with some of the most difficult labour market conditions in memory, and competing with those who already have some

workplace experience for a shrinking pool of jobs as vacancies fall and unemployment rises.

Which young people are most exposed?

These effects will not be felt equally, and without action they threaten to widen existing inequalities further. Evidence from the financial crisis and recovery that followed shows us that young people with fewer qualifications experience more severe and longer lasting scarring following a period of unemployment. Young people with degree-level qualifications, meanwhile, tended to fair relatively better than their peers in the years following the financial crash. Young disabled people, who were already three times more likely not to be in education, employment or training (NEET) than their non-disabled peers, are likely to be more exposed to both health and financial risks in the months ahead. Young parents and young carers could see the multiple barriers they already face to getting into, and getting on in good quality work rise higher still.

Economists have warned that those in low paid and insecure work – who are disproportionately young workers – are among those most likely to face redundancy. Analysis from the Resolution Foundation has shown that across the UK, young people are more likely to have faced a drop in earnings already, with 35 per cent earning less than they did at the beginning of the crisis. Meanwhile, the Standard Life Foundation's Financial Impact Tracker shows that young people (aged under 30) are the age group most likely to have missed multiple payments, and least likely to be in receipt of government support. The spread of young workers across Scotland's workforce is additional concern, with the sectors most affected by the lockdown – hospitality and tourism – employing a disproportionate number of young workers (Fraser of Allander 2020).

While the UK Government's Jobs Retention Scheme has no doubt provided a lifeline to working people across Scotland, the profound questions that remain about its successor, the Job Support Scheme, have particular implications for young people: if it does not hold back a wave of redundancies, there may be particular pressures on young workers who are likely to be less experienced than their older co-workers.



Scotland's 100,000 Challenge



Youth unemployment in the months ahead: Scotland's 100,000 challenge

Economic indicators paint a grim picture for the economic prospects of young people over the coming months. Our analysis at IPPR Scotland has laid out a range of plausible scenarios for youth unemployment in Scotland, based on official forecasts from the UK Office of Budget Responsibility (OBR). In a 'central scenario', youth unemployment in Scotland could surge past 100,000 young people later this year as Scotland – along with the rest of the UK – enters a jobs crisis. This would see over one in three of Scotland's young workforce (16-24 year olds looking for work) facing unemployment – the highest level since records began. In a reasonable worst-case scenario, youth unemployment rates could be considerably higher – resulting in over 140,000 young people unemployed by the end of 2020. Even in our projected 'upside' scenario, youth unemployment increases significantly, but stays around 80,000 and beneath the level seen following the 2008/09 financial crash.

While these estimates do not model the potential impact of recent policy interventions targeted towards young people, or the as-yet-unmeasured impact of the UK government's Job Support Scheme, they make clear the scale of the challenge ahead. We urgently need to create opportunities for 100,000 young people across Scotland, to see them through the difficult winter months and to lay strong foundations for their working lives.

What action do we need to see to stem the tide of rising youth unemployment?

In July, the UK Government announced a £2 billion UK-wide 'kickstart' scheme aimed at supporting employers to create employment six-month-long opportunities for 16-24 year olds. While action to prevent youth unemployment is much needed, a blanket UK-wide approach risks the flexibility needed to create high-quality work and learning opportunities that reflect the Scottish Government's commitment to Fair Work, including payment of the real living wage, and are well linked into local employers and providers.



Now urgent action is needed to organise sectors and employers to maximise take up of the scheme.

In September, The Scottish Government has announced £60 million of further investment in a 'youth guarantee' that aims to ensure every young person aged 16-24 has the opportunity of work, education or training. The Scottish Government funding will go towards local employability support for young people, college places and apprenticeship pathways, and work with employers to create employment opportunities for young people. While this is a welcome first step, it is clear we will need to raise our ambitions to meet the scale of the challenge ahead. First, there is need for significant investment in college and university places, and particularly in January college-starts, across Scotland to create high quality learning and training opportunities for young people. Secondly, there is a clear need for follow-up funding for young people who complete their six-month placement, to support in-work progression and follow-on opportunities, and transitions into apprenticeships.

The scheme would be further enhanced with the addition of a formal learning component alongside a work placement, and by stronger commitments that government support will be subject to payment of the real Living Wage. Finally, flexibility and targeted support will be key to ensuring the offer does not reinforce existing inequalities: for young people with fewer qualifications, young parents and carers and young disabled people, the stakes may be even higher in the months ahead.

Setting our sights on a fair work recovery

Now is not the time for Scotland to set aside its Fair Work commitments in pursuit of an 'any job' recovery. Good work – paid at least the real living wage, with decent conditions and progression opportunities – must be a cornerstone of Scotland's recovery from Covid-19. There is a long road ahead. Far from the short, sharp recession and a 'V-shaped' recovery some predicted in the early days of lockdown, Scottish Government forecasts suggest it will take more than 3 years for output across Scotland to return to pre-Covid levels.

Creating high quality employment, learning and training opportunities for every young person will not just provide a lifeline in the months ahead, but lay the foundations for Scotland's longer-term recovery.

By working closely with young people, employers, and across the skills system, the UK and Scottish governments must find ways to find 100,000 new opportunities for young people in Scotland in order to prevent a jobs crisis from damaging the prospects of a generation of young people. As we set our sights on rebuilding Scotland's economy, there is a clear need for a targeted fiscal stimulus that creates good quality, green jobs, and accessible routes into those jobs for the young people, who cannot afford to pay the high price of inaction.



MEMBERSHIP: JOIN US!

The Poverty Alliance is a national anti-poverty development agency for Scotland, which seeks to combat poverty through collaborative action, bringing together workers and activists drawn from the public sector, voluntary organisations, community groups and other agencies.

The Alliance's wide range of activities provide many opportunities for members to exchange information and expertise, which benefits the anti-poverty movement.

The benefits of membership include regular mailings, Scottish Anti-Poverty Review, opportunities to become involved in working groups and access to a wide range of organisations and activists who have the potential to influence the direction of anti-poverty policy in the future.

MEMBERSHIP APPLICATION

Name and designation of contact person: _____

Name and address of organisation: _____

Telephone: _____

Fax: _____

Email: _____

MEMBERSHIP FEES:

FULL MEMBERSHIP: OPEN TO CIVIL SOCIETY ORGANISATIONS: INCOME LESS THAN £50K: FREE | £50,000-£75,000: £50 | £75,000-£175,000: £75 | £175,000-£500,000: £100 | MORE THAN £500,000: £200

ASSOCIATE MEMBERSHIP: OPEN TO INDIVIDUALS, VOLUNTARY AND STATUTORY BODIES, AND PRIVATE SECTOR ORGANISATIONS*: UNWAGED INDIVIDUALS: FREE | INDIVIDUALS: £25 | VOLUNTARY ORGANISATIONS: £25 | STATUTORY BODIES: £300

*PLEASE CONTACT THE POVERTY ALLIANCE FOR DETAILS

I/We wish to apply for *Ordinary/Associate Membership for the year: _____

* Please delete as appropriate. NB Membership of The Poverty Alliance runs from 1st April to 31st March. Applications for new membership received after April 1st are charged on a pro rata basis.

Signature: _____ Date: _____

Please send the completed application form to the address below - thank you.