

PROJECT GLOW

GLOBAL LIVING ORGANISTIONAL WAGE



Traidcraft Roundtable, 9 Nov 2020



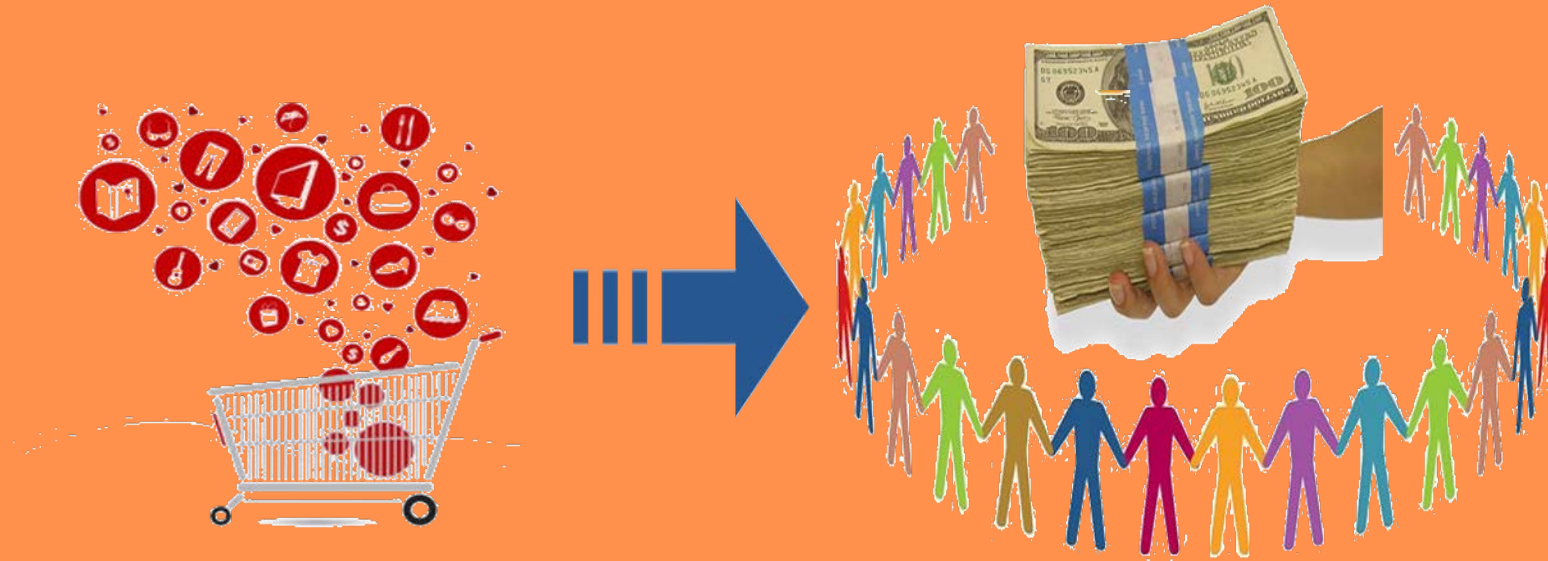
What is Poverty?

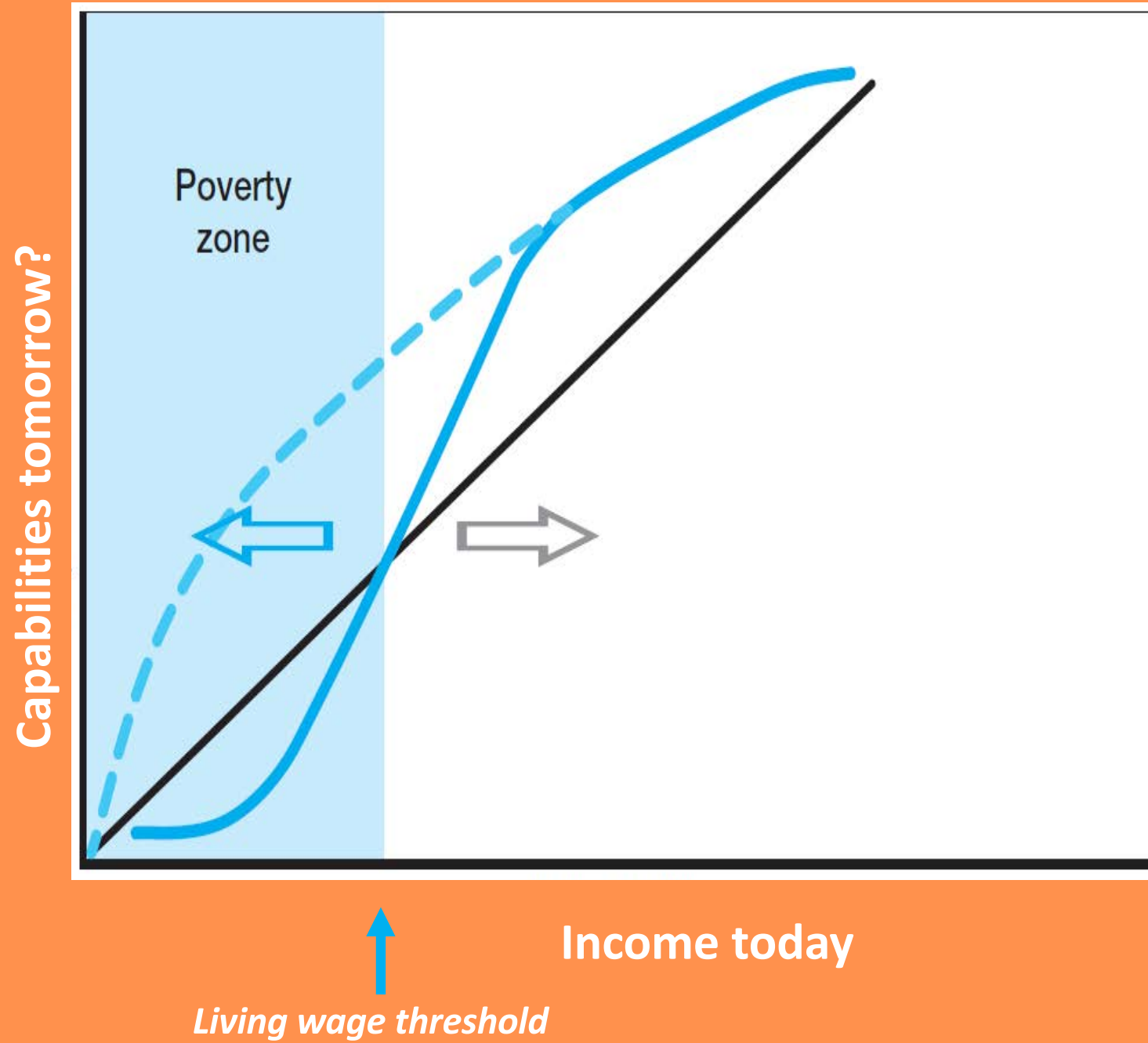
Poverty leads to an intolerable waste of talent. Poverty is not just a lack of money; it is not having the capability to realize one's full potential as a human being.

*Amartya Sen,
economist.philosopher and
Nobel Price Laureate
(Development and
Freedom, 1999)*



What Wage is a Living Wage?







Tshwane University
of Technology
We empower people

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RESEARCH CHAIR:
Creation of Decent Work &
Sustainable Livelihood

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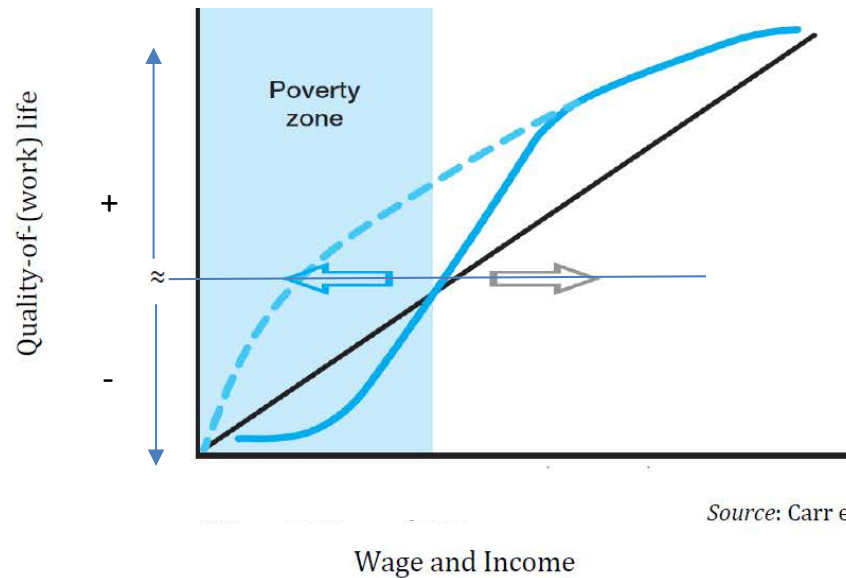


Research in Southern Africa to date... and going forward

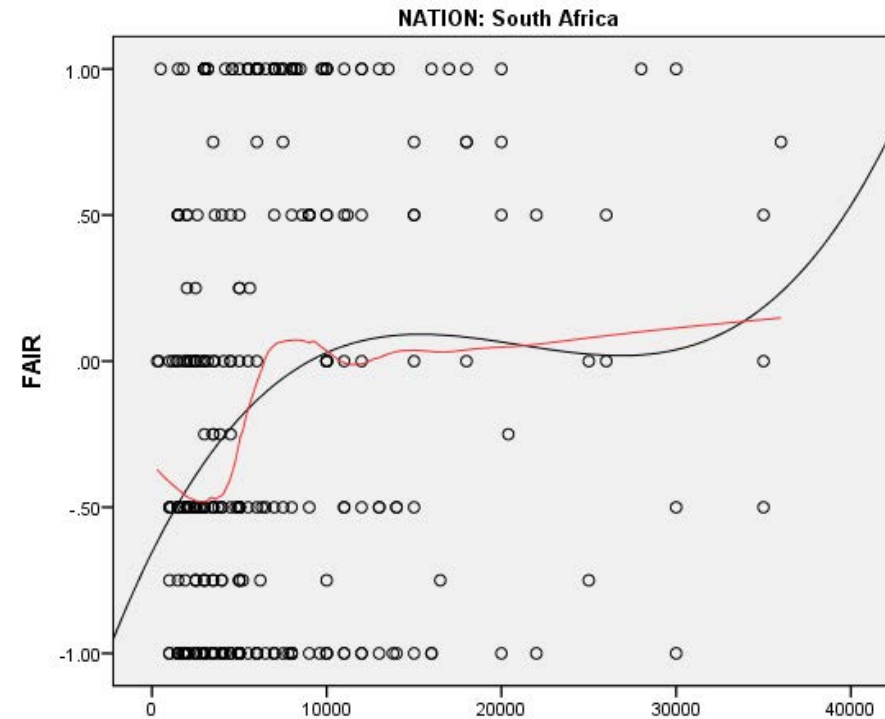


Living
Wage

individuals



Source: Carr et al. (2016a).



Relationship between quality of life/work + individual/household income similar in NZ and SA
(Data collected in 2015)

- Household survey data (N = 950) collected in Cape Town in 2019 currently being analysed
- Interview data with employers to assess values/understanding of low-income workers' life circumstances currently being collected

organisations

... low-income workers (South Africa)...

(1) relatively low job satisfaction, work-life balance & commitment
(*N = 868 low income workers*)

(2) low income workers (*N = 94*) who see

- their work as enjoyable + varied,
- their employer as supportive + showing **recognition**

✓ are more committed to stay

- based on benefits of staying with employer
- not due to lack of alternatives

(3) income = life satisfaction
higher income = better working conditions = greater life satisfaction
|
varied work, task enrichment, **recognition** = greater life satisfaction
(*N = 261 retail + factory workers*)

(4) Income = fairness (*N=171*)
higher income (R20 000) = fairness (Rise-pause rise)
Income = JS & EE moderated by union membership
= higher income unionized workers are more engaged and satisfied
(Rise-pause-rise)
Consistent with Carr et al. (2018)

THOUGHT
for the day

A person who feels
appreciated will
always do more
than is expected.



Research in Southern Africa to date... and going forward

- ✓ Commitment and job satisfaction higher among South African than Namibian and Zimbabwean employees.
- ✓ Zimbabwean employees earned \$17.16 per month (less than \$1.90 per day) = poverty wages, related to a lower sense of wellbeing.



Research in the pipeline

- ✓ 3 doctoral students (2 at TUT, 1 at UCT) on living wages, 4 Master's students (UCT)

Research Themes:

- ✓ Living wage index
 - Phase 1:* What is the living wage level determined by different stakeholders (i.e. trade unionists, economics, business leaders, officials from the department of labour and academics) in South Africa?
 - Phase 2:* Longitudinal study (two datasets) – one doctorate
 - Phase 3:* Repeat phase 1 considering data that emerged from phase 2
- ✓ Research in other African countries
- ✓ Co-hosting of living wage (TUT & UCT) conference