|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Meta-concepts | Concept | Concept 2 | Concept 3 | Concept 4  | Frequency |
| 1. Adequate Compensation
 | Socially just payment | Market value/related to your worth |  | 78 |
| 1. Free time and rest
 | Flexibility of work | Manageable workload | Short commute |  | 52 |
| 1. Safe working conditions
 | Dignity  | Respect | Disability needs met |  | 34 |
| 1. Values
 | Meaningful work | Organisational values | Equity | Fairness | 28 |
| 1. Control over working life
 | Autonomy | Influence at work | union representation |  | 25 |
| 1. Career development
 | progression opportunities | training  |  |  | 19 |
| 1. Job satisfaction
 | Interesting |  |  |  | 16 |
| 1. Effective management
 | Good management | Clarity of role |  |  | 15 |
| 1. Good match for abilities
 |  |  |  |  | 14 |
| 1. Access to work-related benefits
 | Access to pension | Holiday |  |  | 14 |
| 1. Recognition and status
 |  |  |  |  | 12 |
| 1. Job security
 |  |  |  |  | 11 |
| 1. Social aspects of work
 | Good relationships/ Relationships | Opportunity for collaboration |  |  | 10 |
| 1. Access to healthcare
 | Sick pay |  |   |  | 2 |

**Table 4**

Qualitative exploration of decent work (*n*=97).