|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 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).