

# WHAT THE OXFAM STUDY MEASURES

Right-to-Work  
Discrimination Laws  
Minimum Wage  
The Dillon Rule

## WHAT THE OXFAM STUDY **FAILS** TO MEASURE

Talent Quality  
Quality of Life  
Poverty Rate  
Employment  
Public Safety  
Wages and Income  
Housing  
Education  
Health and Wellness

While all of these factors are important to the success of Virginia's businesses and workers, most were ignored by the 2020 Oxfam rankings.