



Changing the world
of work for good

Great Jobs Agenda - Guaranteed hours

Hannah Reed

3 ways to participate

- **Ask questions** and vote for your favourite – links below this presentation
- **Answer the polls** – link below this presentation
- **Comment and chat** – click on 'Say something nice' (bottom-right)



Why does this matter?

TUC

Changing the world
of work for good

There's 3.2 million people in insecure jobs

HOW THE TUC ESTIMATES THE NUMBERS OF PEOPLE IN INSECURE WORK

Zero-hours contracts workers (excluding the self-employed and those falling in categories below)

810,000

Other insecure temporary work including agency, casual, seasonal and other workers, but not those on fixed-term contracts

730,000

Low paid self-employment (using the Social Market Foundation estimate of low-paid self-employed workers)

1.7 million

TUC estimate of insecure work

3.2 million

They're not all 'gig economy' workers

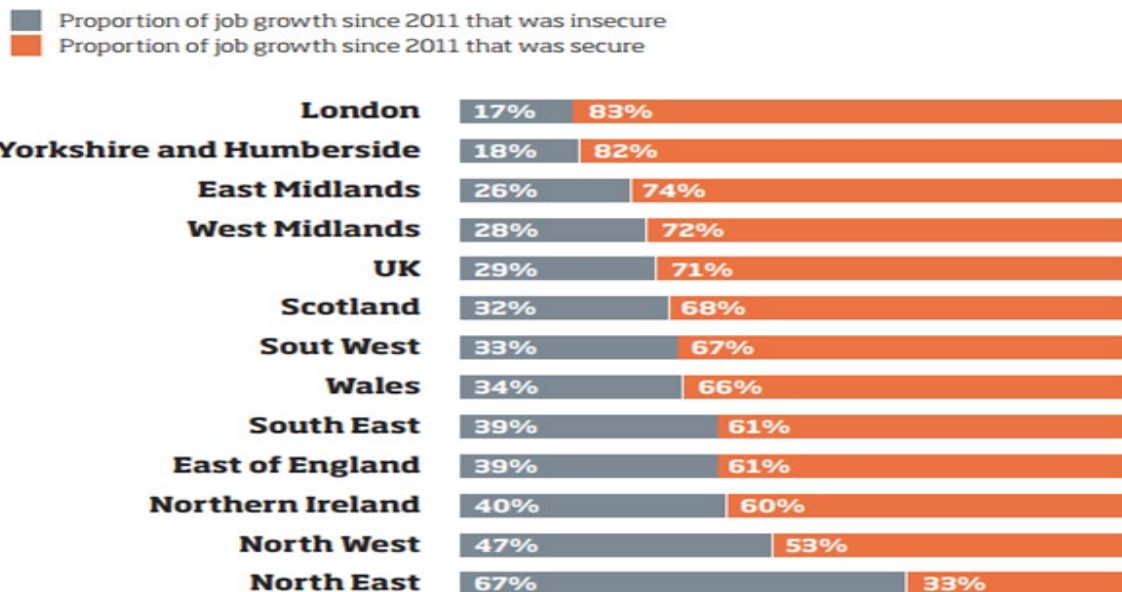
Change in the proportion of insecure workers, 2011-16



Source: analysis of the Labour Force Survey 2016 in Learning and Work Institute (2017, forthcoming)
What is Driving Insecure Work? A sector perspective: Report to the TUC

And for many insecure work is the only option

Jobs growth since 2011 by region and whether job was secure or insecure



Imposed flexibility or positive choice?

- Two thirds of zero-hours contract works want jobs with guaranteed hours
 - Only 25 per cent want to stay on a zero-hours contract

What's life like in insecure work?

"Changeable income makes paying bills and budgeting hard. Can't afford to take holidays or be off sick as it means a lower wage that month."

"I don't get a rota for the coming week till the Friday if I am lucky – this makes planning anything but work difficult. During quiet periods I will have no shifts so making ends meet is hard but then if it's busy I'm expected to work 70+ hours."

"I get shouted at constantly, treated like I'm nothing, and get yelled at for taking time off!"

"Told me I would be trained to do everything, never got proper training and they had a go at me for doing things wrong when I hadn't done that particular thing before."

"They do not follow health and safety standards and the building had no running water, we wash up in a bin before putting things through the dishwasher and the place is freezing and covered in mould."

"If you complain they would gang up and lessen your hours [...] I am scared if I raise anything, they would stop all the good things about my job."



TUC Great Jobs Agenda

What are we asking for?



Changing the world
of work for good

Guaranteed hours

What can we do?

Finding out about insecure jobs in your workplace

In recognised workplaces, union reps have **rights to information** to assist with collective bargaining:

What you can do:

Ask your employer about:

- Numbers of zero-hours & short-hours contract workers and agency workers
- Where they work and the jobs they do
- Pay rates and other terms and conditions

Ask your employer to explain why they use insecure contracts

Using the information to:

Develop a plan to recruit and organise those in insecure contracts

Identify reps

Help groups to self-organise

Build a campaign for better access to guaranteed hours



Better access to guaranteed hours:

What you can do

Survey your members and other workers / organising an open meeting

Use social media

Put together a claim to put to the employer:

- Zero-hours contracts and agency work not used in place of permanent jobs
- Workers in insecure jobs should be offered guaranteed hours

Highlight benefits for employers

- Continuous and quality services
- Team working, staff morale and turnover

Ensuring hours are allocated fairly

- 73 per cent of ZHC workers have been offered work with less than 24 hours' notice
 - For 27 per cent this is a regular experience
- 51 per cent of ZHC workers have had work cancelled with less than 24 hours' notice
- Around a third said they had been threatened with the loss of future shifts if they turn work down

Ensuring hours are allocated fairly

What you can do:

- Ask members how much notice they get of shifts
- Ask employer to explain how shifts are allocated and how they avoid discrimination
- Prepare a claim to put to the employer
 - Adequate notice (one month)
 - Pay for workers where shifts are cancelled
- Mobilise people, e.g. petitions

Guaranteeing rights for everyone at work

TUC polling of zero-hours contract workers found:

- Only 1 in 8 (12%) get sick pay
- Only 1 in 14 (7%) get redundancy pay
- Two-fifths don't get holiday pay
- Nearly half don't get a written statement

Guaranteeing rights for everyone at work

What you can do:

- Survey members and workers to find out which rights/benefits they get
- Organise a collective grievance
- Help members enforce their rights
- Prepare a claim to put to the employer:
 - Joint audit of working conditions
 - Agree everyone should receive rights, regardless of status

Next webinar

Where is our NHS heading?

Wednesday, January 24th at 2:30pm

Matt Dykes & Paul Evans



The logo consists of the letters 'TUC' in a bold, sans-serif font. Each letter is rendered with a 3D effect, appearing as if it's a thick, white block with a slight shadow and a highlight, giving it a sense of depth and volume. The letters are white and stand out against the dark purple background.

Changing the world
of work for good