



TUC

Changing the world
of work for good

THE GREAT JOBS AGENDA

A new deal for working people

We think every job should be a great job

That means every worker must:

- › be paid fairly
- › work in a safe and healthy workplace
- › be treated decently
- › have guaranteed hours
- › have the opportunity to be represented by unions and a strong independent voice on what matters at work
- › get the chance to progress at work and get on in life.

But lots of jobs in the UK aren't great jobs. They're rubbish jobs – done by brilliant people who deserve better.

That's why the TUC has set up the Great Jobs Agenda. Now you can see whether your job is a great job – and get campaigning with others to make it better. Unions can use the Great Jobs Agenda to negotiate with employers to improve things. And we can all campaign together for government action to make every job a great job.

Read on for the six standards that make a job a great job...



STANDARD 1

A voice at work

“If you complain, they gang up on you and cut your hours. I’m scared that if I raise anything, they will stop all the good things about my job.”



A job is only a good job if the workers who do it get a say in how the workplace and company runs.

The best way to do that is through a union. An employer can ignore the views of a single worker – but when workers come together in a union, employers have to listen. Getting round the table and bargaining with the bosses raises pay and improves conditions at work.

And if we want an economy that works for everyone, we have to stop companies just thinking about short-term profit – and get them investing for the long term. Working people need a voice in the boardroom.

We want employers to:

- › recognise a trade union for collective bargaining on pay and conditions
- › set out how they’ll consult the whole workplace on important decisions
- › have elected workers on company boards.

We want politicians to:

- › give unions a right to go into workplaces to tell workers about unions
- › make sure employers consult on important changes
- › make it compulsory for elected workers to have a place on company boards
- › create new bodies to bring businesses, unions and government together to discuss pay, training and conditions in low-paid industries.

STANDARD 2

Fair and decent pay

“ A changeable income makes it hard to pay bills and to budget. I can't afford to take holidays or be off sick, as it means a lower wage that month. ”

Everyone needs to earn enough to live on. But in 2016, the average pay for UK workers was around £1,000 less than it was in 2008. And in 2017, real wages are still falling.

Working people need their pay to start rising again – and to have access to a high-quality workplace pension.

We want employers to:

- › negotiate pay with a recognised union
- › pay all workers at least the real living wage, not just the government's minimum wage
- › work towards everyone getting a total pension contribution of at least 15 per cent of their wages
- › measure the gap between top and bottom pay, and commit to reducing it
- › carry out regular pay audits and act to reduce the gap between women's and men's pay.

We want politicians to:

- › increase the national minimum wage to £10 as quickly as possible and include 21- to 25-year-olds in it too
- › end the loophole that means agency staff can be paid less
- › end the artificial restrictions on public sector pay
- › make sure everyone benefits from a decent pension
- › make sure employers publish the gap between top and bottom pay
- › crack down on pay gaps for women and black and minority ethnic workers.



STANDARD 3

Guaranteed hours

“ I don't get a rota for the coming week until Friday – if I'm lucky. During quiet periods I have no shifts, so making ends meet is hard. When it's busy, I'm expected to work more than 70 hours. ”

Knowing when you are going to work is crucial. But too many people get little notice of their shifts or rotas, meaning it is difficult to plan their lives outside work. And that's particularly hard for working parents.

We want employers to:

- › avoid using zero-hours and very short hours contracts – give staff who want them contracts with guaranteed hours that reflect their normal working patterns
- › agree a minimum notice period (we recommend one month) for allocating and changing shifts
- › report on the use of zero-hours contracts, short-hours contracts and agency work in annual reports, and explain why they are using them.

We want politicians to:

- › make sure everyone gets a written statement of their pay and conditions from the first day of the job
- › ban the regular use of zero-hours contracts – make sure all workers receive a premium for working any non-contracted hours and compensation when shifts are cancelled at short notice
- › make companies and public bodies report in their annual review on how many people they employ in agency work, zero-hours contracts and short hours contracts, including through supply chains.



STANDARD 4

Fair treatment and respect

“ I get shouted at constantly, treated like I’m nothing and get yelled at for taking time off. ”



All workers deserve basic rights, respect, and the chance to get justice when something has gone wrong.

But almost one in three workers have been bullied in the workplace. And more than three million people – that’s 10 per cent of the UK workforce – are in insecure jobs where they often miss out on rights and protections that most take for granted, like sick pay and paid holiday.

We want employers to:

- › adopt a zero-tolerance approach to all forms of discrimination, harassment and bullying at work.

We want politicians to:

- › make sure all workers have the same rights currently enjoyed by employees
- › ensure all individuals automatically qualify as employees, unless the employer proves they are genuinely self-employed
- › strengthen protection from harassment at work and introduce rights for union equality reps.



STANDARD 5

Learning and progression

“ They told me I would be taught to do everything but I didn't get proper training. And then they had a go at me for doing things wrong when I hadn't done that particular task before. ”

Everyone needs the right skills to do their jobs. But in too many workplaces training is limited to some basic instructions when you start. Too many workers don't get any help from their employer to update their skills or think about how they could get a promotion and earn more. And all the while technology is changing how we do our jobs and the type of jobs that exist.

We want employers to:

- › offer more high-quality apprenticeships
- › negotiate with unions to make sure learning and progression opportunities are available for everyone
- › make sure all employees know about their right to request time off for training or study
- › recognise trade union learning reps and give employees time off to pursue union-led learning opportunities.

We want politicians to:

- › promote ways for people to learn throughout their lives, including creating learning accounts
- › make sure everyone gets a mid-life career review and set up a new careers guidance service for everyone
- › provide free retraining programmes to workers whose jobs are most at risk of disappearing.



STANDARD 6

Safe and healthy workplaces

“ They don’t follow health and safety standards. The building has no running water. We wash-up in a bin before putting things through the dishwasher. The place is freezing cold and covered in mildew. ”



A safe working environment is vital for people’s physical and mental health. But more than a million workers suffer from ill-health related to their employment, and around 23 million working days are lost each year due to injury or illness in the workplace.

We want employers to:

- › have a workplace well-being policy
- › set up a joint health and safety committee with representatives of trade unions and the employer.

We want politicians to:

- › introduce a legal requirement on all employers with more than 50 employees to have a joint health and safety committee
- › place a duty on company directors to ensure good health and safety
- › develop health and safety regulations on stress and a maximum temperature at work.



What you can do



Encourage everyone to complete the Great Jobs Audit

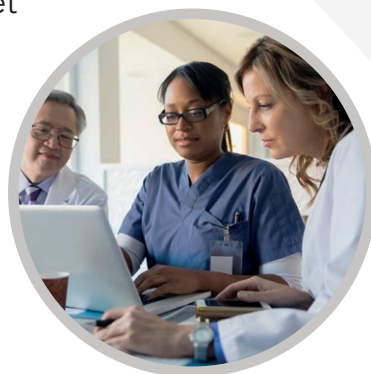
Do you want to know how your job matches up to the Great Jobs Agenda? Then do the Great Jobs Audit!

It's a series of easy questions that will tell you how well your workplace is doing – and where it needs to get better.

It's for individual workers and union branches too – and it will help everyone see what needs to change for every job to be a great job. The Great Jobs Audit is at tuc.org.uk/greatjobsquiz

Discuss the Great Jobs Agenda at your branch or workplace meeting and make a plan

Which bits of the Great Jobs Agenda aren't in place at your workplace? How do you think you can get them? Are you able to table them for discussion with management – perhaps as part of the next annual pay negotiations? Think creatively – the TUC



website has loads of examples of great local wins where branches and workplaces have secured better treatment for their members!

Get your MP, local council, mayor or combined authority signed up to the Great Jobs Agenda

Why not write to your local elected representatives and ask them to sign up to the Great Jobs Agenda? Your local council could pass a motion, and invite a trade union speaker to talk about making every job a great job in your town, city or borough. Maybe your MP could ask a parliamentary question? Or perhaps your local mayor could put pressure on local companies? There are model motions and letters at tuc.org.uk/greatjobsagenda





Make some noise!

Why not make more people aware of the Great Jobs Agenda – and sign up some new union members while you're at it? There are hundreds of ways to raise awareness – from writing to your local paper to holding a street stall in the centre of town. And why not ask other local groups like trades councils or political parties if they would like a speaker at their next meeting? And it's always worth telling your Twitter followers and Facebook friends about the campaign. All the resources you need are at tuc.org.uk/greatjobsagenda

Tell us about your successes

We know that union reps do great work – and we'd love to tell those stories. Have you won a pay rise, better benefits or more rights for people to have a say in your workplace? Or maybe you've won the right to regular hours for everyone? Whatever your success story, please tell us at the TUC! We're always looking for great stories of unions delivering for their members. Email us at campaigns@tuc.org.uk or tweet us at [@the_TUC](https://twitter.com/the_TUC)



Published by
Trades Union Congress
Congress House
Great Russell Street
London WC1B 3LS

tuc.org.uk

ISBN 978 1 911288 24 4
November 2017

Design: TUC
Print: Newnorth
Cover photo:
Shutterstock

TUC
Changing the world
of work for good