



THE GREAT JOBS AGENDA

Giving every worker the opportunity to progress

The Great Jobs Agenda

Introduction

Everyone at work deserves a great job. A great job is one where the worker is paid and treated fairly. And it's one where workers get opportunities to progress, to learn and to have a voice on what matters.

That's why we've created the Great Jobs Agenda. The agenda will give the trade union movement a common set of bargaining asks in workplaces. And it sets out what we want the government to do to ensure that every worker has a great job with fair pay, regular hours and the opportunity to progress.

Frances O'Grady, TUC General Secretary

Voice at work

"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."

Fair and decent pay

"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."

Regular hours

"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."

Learning and progression

"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."

Fair treatment and respect

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

Healthy workplaces

"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."

Voice at work

Why it matters

While an employer can ignore the views of a single worker, when workers come together in a union, employers have to listen. Collective bargaining raises pay and improves terms and conditions of work too.

And if we want an economy that works for everyone, workers need a voice in the boardroom to promote long-term thinking.

We want employers to:

- Recognise a trade union for collective bargaining on pay and conditions.
- Agree collective consultation arrangements.
- Establish the representation of elected workers on company boards (or highest management body).

We want politicians to:

- Give unions a right to access workplaces to tell individuals about the benefits of joining a union
 - Ensure more employers consult on important changes.
 - Let workers speak for themselves on company boards.
 - Get businesses, unions and government together to discuss pay, training and conditions in low paid industries.
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Fair and decent pay

Why it matters

In 2016, average real annual pay for UK workers was over £1,000 less than it was in 2008. Real wages are set to fall by 1.1% next year.

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 settlements with a recognised union.
- Pay all workers at least the real Living Wage.
- Work towards total pension contributions of at least 15% of wages.
- Ensure that pay policies do not widen the ratio between top and bottom pay, and reduce the gender pay gap by carrying out regular pay audits.

We want politicians to:

- Increase the National Minimum Wage to £10 as quickly as possible, and make sure younger workers can benefit too.
 - End the loophole that means agency staff can be paid less
 - End restrictions on public sector pay.
 - Make sure everyone benefits from a decent pension.
 - Crack down on gender and ethnicity pay gaps, and make sure employers publish the gap between top and bottom pay.
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Regular hours

Why it matters

Over three million people – one in ten of the UK workforce – now face insecurity at work.

They often miss out on rights and protections that most take for granted. And they often get little notice of their shifts and rotas meaning it is difficult to plan their lives – particularly for working parents.

We want employers to:

- Avoid zero hours contracts (ZHCs). Give staff who want them contracts with guaranteed hours that reflect their normal working patterns.
- Agree a minimum notice period for allocating and changing shifts.
- Report on the use of ZHCs, 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 ZHCs, and ensure all workers receive premium pay for any non-contracted hours and compensation when shifts are cancelled at short notice.
 - Make sure companies and public bodies report on how many people they employ in agency work, ZHCs and short hours, including through supply chains in their annual reports.
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Fair treatment and respect

Why it matters

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. Many of the 3.2 million people in insecure employment also lack basic rights including statutory redundancy pay and family friendly rights.

And the introduction of employment tribunal fees of up to £1200 has made it harder for people treated unfairly at work to seek justice. Claims have dropped by more than half since the fee was introduced.

We want employers to...

- Work with unions to put in place a zero-tolerance approach to all forms of discrimination, harassment and bullying at work.

We want politicians to...

- Scrap employment tribunal fees to ensure all workers have access to justice
 - Ensure 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
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Healthy workplaces

Why it matters

A good working environment is vital to people's physical and mental health. But more than one million workers suffer from ill health that they think is 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 an active joint health and safety committee and trade union health and safety representatives.
- Implement a policy for workplace well-being.

We want politicians to:

- Make sure employers with 50+ employees 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.
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Learning and progression

Why it matters

In many occupations it is now essential for workers to acquire new skills as established ones become obsolete. So lifelong learning is vital if people are to maintain their earning potential and to ensure the country has a skilled workforce.

Every £1 of government investment into the Union Learning Fund generates a total economic return of £12.30.

We want employers to:

- Negotiate with unions on quality apprenticeships and providing learning and progression opportunities for all.
- Make all employees aware of training and development rights, including the right to request time off for training or study.
- Recognise the rights of trade union learning reps and give employees time off to pursue union-led learning.

We want politicians to:

- Promote ways for people to learn throughout their lives, including new learning accounts.
 - Give people new rights to a mid-life career review, and face-to-face careers guidance.
 - Provide free retraining programmes to targeted groups and make sure that further education is properly funded to deliver this.
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Take action

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.

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 payrise, 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).