

# POLICY PROPOSAL

TITLE: LIVING WAGE ACCREDITATION & EQUAL RIGHTS FOR ALL WORKERS

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## REASON FOR CHANGE

Considering that...

1. 21% of all workers in the UK still don't earn a real Living Wage.<sup>1</sup>
2. 77% of students are now entering into some form of employment to ease the growing financial pressures of going to university, the majority of this being employment on part-time or zero-hours contracts.<sup>2</sup>
3. 93% of University students want to work for Living Wage employers.<sup>3</sup>
4. Living Wage employers have an enhanced public reputation, improved relations between staff and manager, increased commitment and motivation on the part of staff and improved recruitment potential.<sup>4</sup>
5. Numerous Universities across the country are accredited Living Wage employers, examples include the University of Bristol, University of Oxford and University of Nottingham.<sup>5</sup>
6. Numerous Students' Unions across the country are accredited Living Wage employers, examples include Cambridge University Students' Union, University of Bristol Students' Union and Durham Students' Union.<sup>6</sup>
7. Students employed on part-time and zero-hours contracts are not entitled to the same statutory benefits and rights as full-time staff.<sup>7</sup>

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## PROPOSAL

1. The SU Bath should lobby the University of Bath to make sure it pays all its staff a living wage and any contractors or suppliers used by the University and/or the Students Union pay their staff a living wage.
2. The SU should also lobby the University of Bath to seek accreditation by the Living Wage Foundation as a living wage employer.

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<sup>1</sup> <https://www.livingwage.org.uk/good-for-society>

<sup>2</sup> <http://www.telegraph.co.uk/education/educationnews/11794199/Rise-in-number-of-university-students-in-paid-work.html>

<sup>3</sup> <https://www.livingwage.org.uk/good-for-business>

<sup>4</sup> <https://www.livingwage.org.uk/good-for-business>

<sup>5</sup> <https://www.livingwage.org.uk/accredited-living-wage-employers>

<sup>6</sup> <https://www.livingwage.org.uk/accredited-living-wage-employers>

<sup>7</sup> <https://www.eoc.org.uk/employees-rights/>

3. In recognition of the disproportionately high living costs in Bath, the SU Bath should also lobby Bath & North East Somerset to calculate a 'Bath Living Wage', in much the same way as Oxford City Council do<sup>8</sup>, and encourage local business and the University to pay this.
4. The SU Bath should lobby the University of Bath to make sure that all part-time and full-time staff in its employment doing work of equal value are entitled to the same employment benefits, including sick pay, overtime pay and holidays.
5. The SU Bath should lobby the University of Bath to ensure that all 'casual staff' operating on a zero-hours contract have the right to a proper contract with minimum guaranteed hours.

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## RATIONALE

1. The SU's mission is "promoting the interests and welfare of students at the University of Bath during their course of study and representing, supporting and advising members". Students make up a large proportion of employees with the SU and within the University and it is unjust that they should be paid less than it would cost to live on if working full-time or to be disadvantaged as a consequence of working part-time due to their studies.

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## IMPLICATIONS

1. This policy may have a limited direct financial impact on the Students Union, although this is expected to be minor.

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<sup>8</sup> [https://www.oxford.gov.uk/info/20027/welfare\\_reform/1011/the\\_living\\_wage\\_and\\_oxford\\_living\\_wage](https://www.oxford.gov.uk/info/20027/welfare_reform/1011/the_living_wage_and_oxford_living_wage)