

R21-01 Motion to promote trade union membership and direct students in employment to support

Owner: Dan Marshall

In Effect From: Immediately

Review Date: N/A

It is noted that:

1. At the last census in 2011, 32% of students in Scotland said they worked part time alongside their studies [1]
2. Many students in St Andrews have experienced bullying and harassment at work and other examples of poor working conditions. This was highlighted by an investigation by the Saint in 2017. [2]
3. In 2019 members of trade unions earned on average 10.3 percent more than the average worker in the United Kingdom. [3]
4. In the United Kingdom, every worker has the right to join a trade union [4]
5. The Students' Association is not a trade union and so does not represent its members in employment matters.
6. At present, the Students' Association provides no formal advice, support or signposting for students in their capacity as workers.

It is believed that:

1. The Students' Associations should actively direct students to information about their rights at work and to organisations which can help them.
2. That every worker should have the opportunity to join a union and should be encouraged to do so.
3. The pandemic has made it more important than ever for students to understand the rights they have as workers.

It is resolved that:

1. The Association President be mandated to create a section of yourunion.net/support to signpost students in work to help and advice for organisations including Citizens Advice Scotland and the Scottish Trades Union Congress.
2. The Association will work with the Careers Centre to ensure that students have access to information about their rights at work when looking for part time employment as is done at the University of York. [5]
3. The Association will encourage students in work to consider trade union membership.

Proposer

Dan Marshall – Association President

Seconders(s)

Sophie Tyler – Athletic Union President

Gavin Sandford – Director of Development and Activities

Tom Groves – Director of Events and Services

References

- [1] <https://www.scotlandscensus.gov.uk/labour-market>
- [2] <http://www.thesaint.scot/2017/04/hospitality-culture/>
- [3] <https://www.statista.com/statistics/287278/uk-trade-union-wage-premium/#:~:text=Trade%20union%20wage%20premium%20in%20the%20UK%201995%2D2019&text=In%202019%20members%20of%20trade,worker%20in%20the%20United%20Kingdom.>
- [4] <https://www.gov.uk/join-trade-union/trade-union-membership-your-employment-rights>
- [5] <https://www.york.ac.uk/students/work-volunteering-careers/look-for-work/employment-rights/>