



Motions for debate

Annual Meeting for Staff on Casualised Contracts

Saturday 25 February 2023

Extract from Standing Orders relating to motions.

Standing Orders 2.6 state that 'Resolutions passed at the annual meeting will be advisory. They will be submitted to the National Executive Committee, together with any advice and recommendations from the Anti-Casualisation Committee, and a copy of the draft minutes of the annual meeting'.

Motion	Title	Proposed by
1	Ending insecure employment in Further and Higher Education	City of Bristol College
2	Single Employment Status	City of Bristol College
3	ACC Priorities for 2023/24	ACC
4	Putting together an anti-casualisation organising list for members and reps in HE	ACC

4 motions have been received.

Motion 1	Ending insecure employment in Further and
	Higher Education
Proposer	City of Bristol College
Word count	138

This conference notes that analysis by the Work Foundation reveals that women, disabled people, ethnic minorities and young workers have been consistently affected by insecure employment over the last twenty years

- Young workers who are two and half times more likely to be in severely insecure work than those in the middle of their working lives (43% of 16-24-year-olds versus 17% of 25-65-year-olds)
- Women who are more likely to be in severely insecure work than men (25% compared to 15%)
- Ethnic minority workers are more likely to be in severely insecure work than white workers (24% versus 19%).
- Disabled workers who are more likely to experience severely insecure work, compared to non-disabled workers (25% compared to 19%)

This Conference calls on the UCU to reaffirm its commitment to negotiate with all Higher Education and Further Education institutions to minimise, if not eradicate, all insecure employment at those institutions as soon as possible.

Motion 2	Single Employment Status
Proposer	City of Bristol College
Word count	148

This Conference wishes to express its regret that Lord John Hendy's Status of Workers Bill did not become law.

This Conference notes that

- 1 in 9 workers are in insecure work a total of 3.7 million workers.
- 67% of those in insecure work do not receive sick pay

Conference further notes that:

- 15.6% of caring, leisure and service workers;
- 18.4% of workers in roles, such as security guards, taxi drivers and shop assistants
- 18.5% of those in the skilled trades
- 17.2% of process, plant and machine operatives

Are in insecure work

This Conference calls on the UCU to:

- Work with other trade unions through the TUC to campaign for a change in the law to introduce Single Employment Status
- Support any future legislation in UK Parliament to introduce Single Employment Status
- Submit a motion to the TUC Congress calling for the TUC to Campaign for Single Employment Status

Motion 3ACC Priorities for 2023/24ProposerAnti Casualisation CommitteeWord count111

This meeting notes UCU's Anti Casualisation Committee's (ACC) commitment to representing casually employed staff across FE, HE, ACE and prisons, and in whatever form fighting casualised staff exploitation and precarity.

This meeting calls on the ACC, over the coming year continue to:

- Organise (e.g., building on PGRs as staff and extending principles to other casualised members; development in FE branches; increasing number of FE/HE regional reps)
- Address intersectionality/multiple oppressions (e.g., continued work with migrant members; engage with new UCU social class report)
- Cover all types of institution/employer (e.g., focus on private providers, FE colleges)
- Cover casualised members across all different roles (e.g., research staff working group, research staff and strike deductions)

Motion 4Putting together an anti-casualisation organising
list for members and reps in HEProposerAnti Casualisation CommitteeWord count81

This meeting believes having a platform to facilitate connection between ACC, anti-casualisation reps, and members would aid our organising.

The meeting calls on ACC to:

- Contact branch committees and put together an up-to-date contact list of branch contacts holding anti-casualisation roles.
- Put out an invite for interested anti-casualisation organisers in the union more broadly to join the list.
- Use this list to solicit input and communication over anti-casualisaiton claims, organising efforts, demands, wins, etc., on a local, regional, and national basis.