

# THE



# Hospitality Now!

# INITIATIVE

# TRANSFORMING THE CULTURE OF STUDENT EMPLOYMENT IN HOSPITALITY



## 8 FUTURE

Developing future workers and citizens



## 1 FINANCE

Providing stability of income within flexibility.

## 7 FRIENDSHIP

Making students feel part of the team



## 2 FLEXIBILITY

Scheduling shifts collaboratively

## 6 FREEDOM

Encouraging student voice at work



## 3 FUNDAMENTALS

Getting the basics right

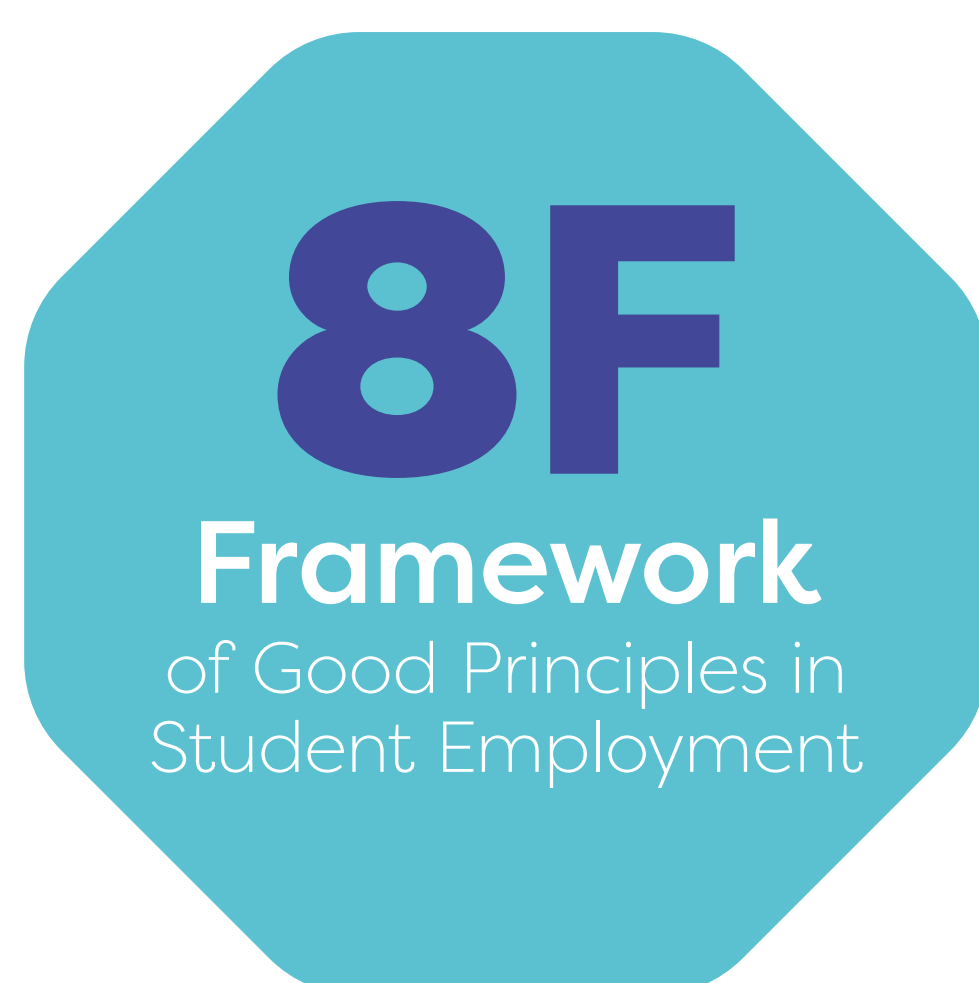
## 5 FEAR-FREE

Ensuring safety at work



## 4 FAIRNESS

Ensuring equity in work relations



**Rising cost of living and insufficient state support have led to increasing numbers of university students taking on part time work.**

Many students have to support themselves financially in order to stay at university. Students from lower socio-economic backgrounds are particularly affected. However, little is known about students' working lives.

Hospitality workplaces are perceived as ideal for students. Jobs are plentiful, easy to obtain and promise flexibility. Hence, roles in hospitality are often the first ever work experience for many young people.

Sadly, students working in hospitality often experience poor working conditions that negatively affect their wellbeing and can be detrimental to their academic performance.

Thus, taking on part-time work can impact future generations of workers in broader ways than generally appreciated.

Although hitherto not recognised as such, students constitute a distinct vulnerable worker group whose needs are generally ignored.

Drawing on findings from interviews with full-time university students working on zero-hour contracts in the UK hospitality sector, this project identifies the key challenges facing student workers and maps these to a student worker-centred framework for change – **the 8F Framework of Good Principles in Student Employment**. The Framework provides guidance on how to improve working environments and make workplaces more inclusive and equitable for student-workers, and in this way also benefiting employers through improved staff retention and worker satisfaction (for more details visit our website).



The Hospitality, Now! initiative has been established to engage key stakeholders and policymakers in transforming the culture of student employment in hospitality.



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