

8 Good Reasons Why Adult Social Care Needs Sectoral Collective Bargaining

by Dr Lydia Hayes

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For over a decade, there has been a steady stream of evidence that employment in the social care sector comes with poor quality terms and conditions, low pay, and in too many cases, exploitation. This not only devalues and degrades the skills and labour of the industry's two million-strong workforce, but is well-evidenced to have a dangerous impact on the care that some of our most vulnerable citizens receive. The sector also employs the largest number of women in low-paid jobs, adding to the gender pay gap. Despite countless inquiries and investigations, the same issues persist. It is clear that the industry is in dire need of reform.

In this booklet, Dr Lydia Hayes sets out the lessons learned from her interdisciplinary research into the sector, and builds upon the recommendations made in the Institute of Employment Rights' *Manifesto for Labour Law: a comprehensive revision of worker's rights* to propose a sectoral collective bargaining structure for the negotiation of wages and conditions. She draws upon a wide range of empirical evidence and international comparison to recommend a way forward for social care in the UK.

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