

www.tuc.org.uk

Campaigning for employment rights

*Hannah Reed
Senior Employment Rights
Officer*





www.tuc.org.uk

- ERRA: Impact to date
- Respect at Work Campaign

www.tuc.org.uk

ERRA: Impact to date

- Making it easier for bosses to sack staff
 - Settlement agreements
 - Cap on UD compensation
- Changes over-shadowed by effects of ET fees

www.tuc.org.uk

Early conciliation

- Benefits of early dispute resolution
- Important rules surrounding EC do not restrict access to justice
 - Using correct name for employer on EC form
 - Multiple forms where there are multiple respondents
 - EC for multiple claims



www.tuc.org.uk

Respect at Work

*TUC employment rights
campaign priorities*



www.tuc.org.uk

Stemming the tide of casualisation



www.tuc.org.uk

Ending the abuse of zero hours contracts

- 1.4 million ZHCs in use in the UK (ONS)
 - 1.3 workers no work provided
- **Low pay:**
 - Av. hourly wage for a ZHC worker (£8.83) is a third less than that for permanent staff (£13.39)
 - 57.6% ZHC workers earn less than LW outside London; 75% inside London



www.tuc.org.uk

Abuses faced by ZHC workers

- **Income insecurity:** ZHC workers are 6 x more likely to have different weekly take home
- **Under-employment:** ZHC workers more likely to work shorter hours but want additional hours
- **Impact on family:** Unpredictability makes it difficult to budget and plan childcare
- **More vulnerable to abuse at work**



www.tuc.org.uk

Campaigning for a better deal

- Better access to permanent jobs and decent hours and pay
- Workers should be properly paid including for travel time and on-call time
- Raise the floor of rights for all workers
- Union representation & collective bargaining



www.tuc.org.uk

Equal pay for agency workers

- Agency workers on 'pay between assignment contracts' lose out on equal pay
- Some earn £135 less per week
- TUC complaint to Europe
- Campaign to end the use of Swedish derogation



www.tuc.org.uk

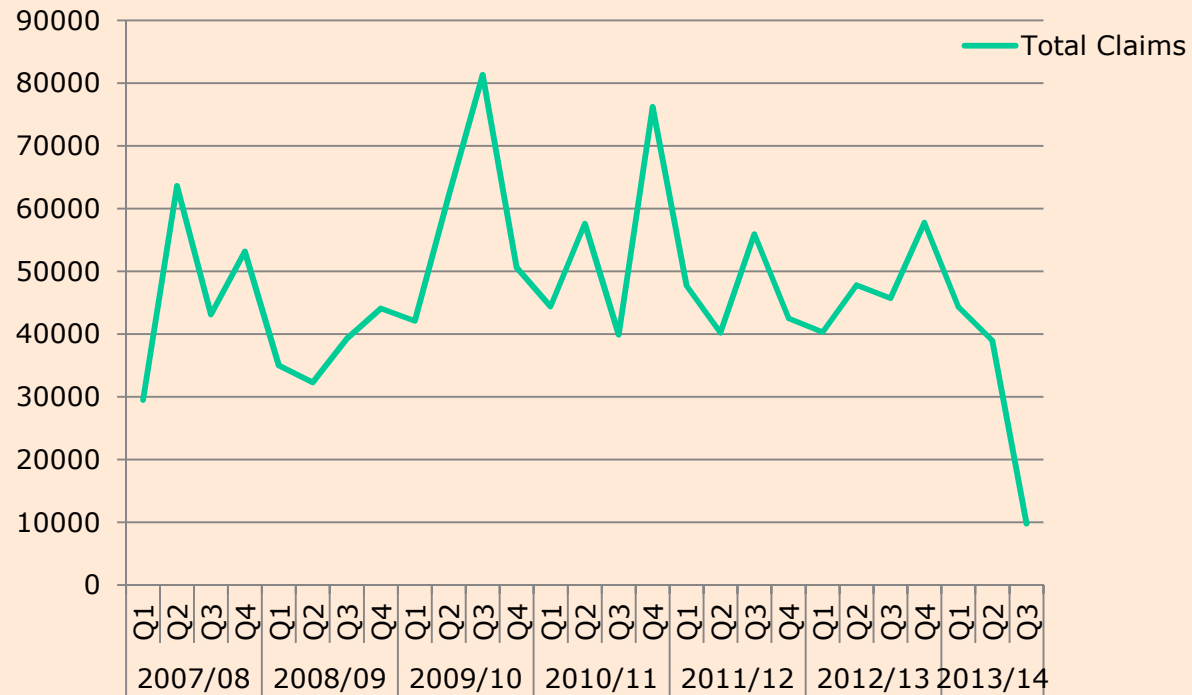
Abolish employment tribunal fees



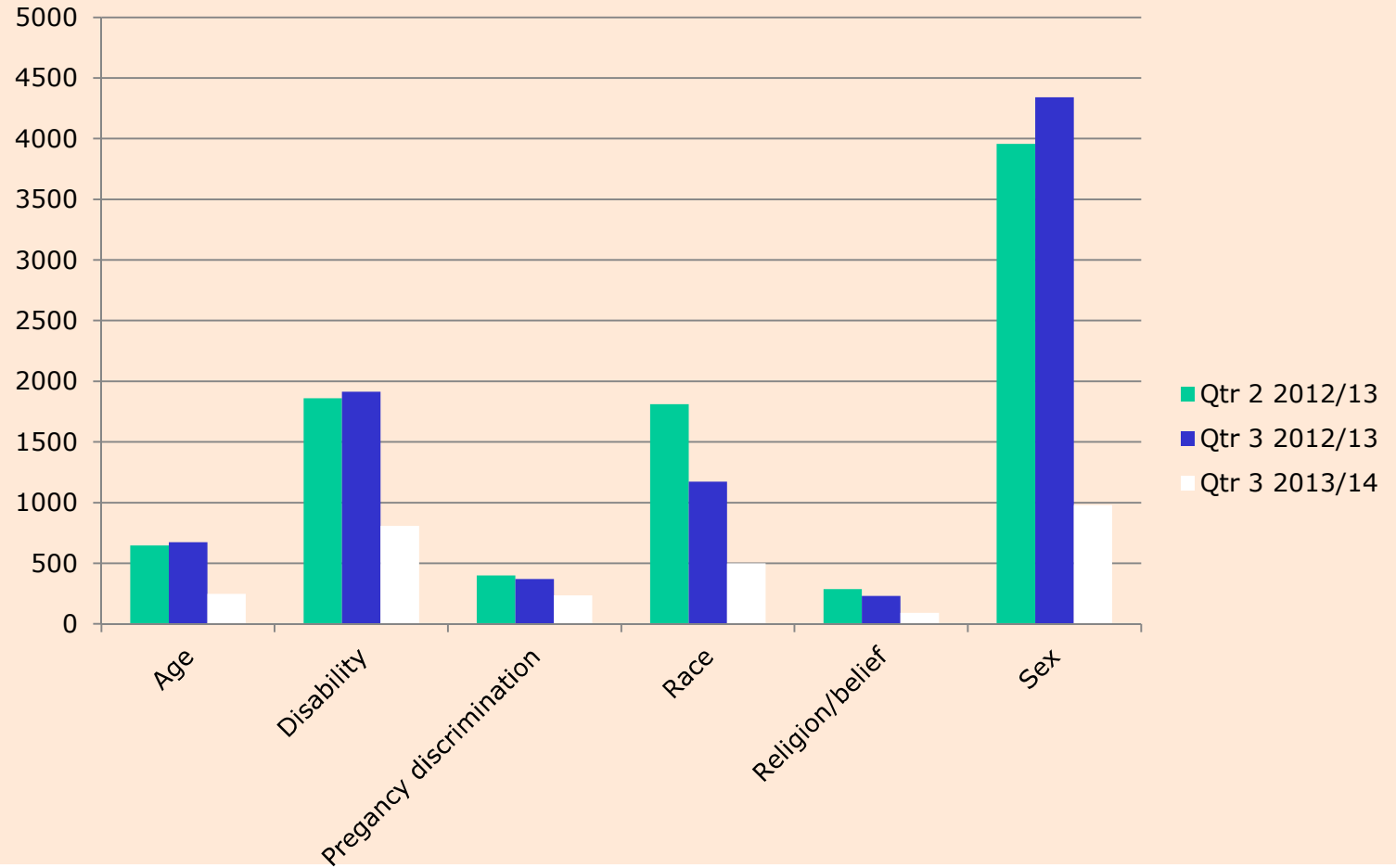
www.tuc.org.uk

Dramatic fall in ET claims

Total Claims



Discrimination claims



www.tuc.org.uk

New framework of employment rights

- UD protection as a day one right
- All workers should be entitled to statutory redundancy pay
- Restore collective redundancy rights and TUPE protections
- Create a new two tier workforce code



www.tuc.org.uk

Improved worker voice

- Measures to promote collective bargaining
- Better information consultation rights
- Worker voice on company boards

