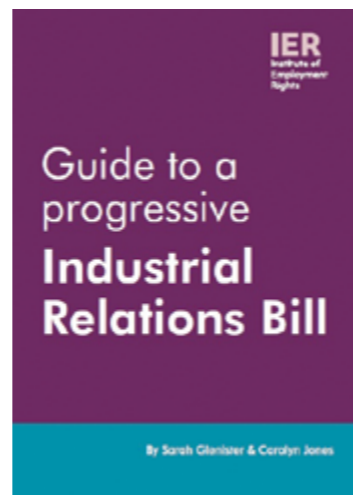


# Find out more

For detailed explanations of our recommendations for a new deal for workers, pick up a free copy of our *Guide to a progressive Industrial Relations Bill*. This easy-to-read manual is a great way to introduce concepts like collective bargaining and trade union rights to those new to the labour movement, as well as being a handy reference for those already familiar with labour law to understand the aims of the IER and the Industrial Relations Bill.

Order your copies by visiting [www.ier.org.uk](http://www.ier.org.uk)



# A new deal for workers

**IER**  
Institute of  
Employment  
Rights

“As Shadow Minister of Labour, I've been working closely with experts from the Institute of Employment Rights to shape reforms that will revolutionise our workplaces. In our new Industrial Relations Bill, workers will have a voice at work, in Parliament, and in the economy at large. Not only will they be able to protect their wages and conditions, but they will be given the ability to build upon their skills and progress their careers.”

Laura Pidcock, Shadow Minister of Labour



“The UK has a framework of law that fails to protect workers from exploitation and abuse at work. At IER we have drafted proposals for a framework of law that would transform the world of work. We hope our Guide provides answers to some of your questions on the possible future direction of UK labour law.”

Carolyn Jones, IER Director



“Austerity has not only damaged ... the UK, but actually threatens future growth. For instance, when you have young people not learning, or in jobs inappropriate to their skills, they're not increasing their human capital ... Without that human capital, future economic growth will be lower than it could have been.”

Nobel Prize-winning economist and former World Bank chief economist Professor Joseph Stiglitz



“Unions ... bring people together, negotiate through change, keep the eyes of all on the dignity of the human person. To do that, they must be present, have members in the affected parts of our economy, which will be almost all of it.”

Archbishop of Canterbury, Justin Welby



“The UK is the world's fifth largest economy, it contains many areas of immense wealth ... it thus seems patently unjust and contrary to British values that so many people are living in poverty. This is obvious to anyone who opens their eyes.”

United Nations Special Rapporteur on extreme poverty and human rights, Philip Alston



IER Chair John Hendy QC and President Professor Keith Ewing were invited to consult on the development of a new Industrial Relations Bill.



## IER's proposals for an Industrial Relations Bill

Expert lawyers and academics from the Institute of Employment Rights (IER) were asked by the Labour Party to consult upon the drafting of a new Industrial Relations Bill that will modernise workers' rights and raise the UK's framework of law up to international standards. In response, IER has drafted proposals based largely upon the work of the 26 top lawyers and academics who authored *A Manifesto for Labour Law: towards a comprehensive revision of workers' rights* and *Rolling out the Manifesto for Labour Law*. These publications detailed IER's recommendations for reform, foremost of which was to shift the focus of labour law towards collective, rather than individual, rights. Now, the IER is pleased to launch *A guide to a progressive Industrial Relations Bill* – an easy-to-read manual to our proposals for new legislation.

[@ieruk](https://twitter.com/ieruk) #MinistryOfLabour

[TheInstituteOfEmploymentRights](https://www.facebook.com/TheInstituteOfEmploymentRights)

[www.ier.org.uk/IRB](http://www.ier.org.uk/IRB)

SPONSORED BY

OLD SQUARE  
CHAMBERS

# Guide to a progressive Industrial Relations Bill

The Institute of Employment Rights has worked closely with the Labour Party to draft an Industrial Relations Bill. Below are the recommendations we have made for what we believe would be the most effective and progressive shape for such a Bill to take.



## To enhance democratic participation

- **A Ministry of Labour (MoL)** with a seat at the Cabinet table to give workers a voice in Parliament. The MoL should have a wide remit, including overseeing a new collective bargaining framework and aiming towards full employment in secure, high-quality jobs.
- **A National Economic Forum** on which workers, employers, government officials and independent academics would sit to plan for industrial challenges and scrutinise the impact of policy on all sections of society.
- **Bargaining Councils (BCs)** rolled out across all sectors, beginning with the lowest-paid, such as the adult social care sector. An equal number of employers' and workers' representatives should sit on BCs to negotiate sectoral collective agreements on everything from wages, to apprenticeships, to dispute resolution procedures. Enterprise bargaining will build on sectoral minimums, falling below these only by agreement of the BC. BCs should also represent the interests of their industry to government.
- **Stronger trade union rights** to recognition, access and inspection of workplaces, as well as protection against unfair dismissal, surveillance and anti-trade union actions by employers.
- **A right to strike**, including some forms of secondary action, and extra protection against unfair dismissal for workers involved in industrial action.
- **The repeal of the Trade Union Act 2016** to ensure workers can negotiate on a level playing field with employers.
- **A minimum of two workers on boards**, as well as votes at company general meetings, better representation of workers as pension fund trustees, and greater worker control over pension funds.



## To strengthen statutory rights

- **A real living wage** to replace the National Minimum Wage and the National Living Wage.
- **Equal rights from day one for all workers**, through a new universal status of 'worker', replacing the current division that makes 'workers' eligible for fewer rights than 'employees' and removing the confusion over employment status in the gig economy. The onus will be on employers to prove a contractor is self-employed, rather than workers having to prove they are not self-employed.
- **A minimum number of guaranteed hours and a premium rate for overtime**, thereby replacing zero-hours contracts with a fairer alternative that still retains flexibility.
- **Stronger protections against discrimination and harassment**, including a new duty to provide harassment-free workplaces and the inclusion of socio-economic status in protected characteristics.
- **Stronger rights for families** including one month paternity leave on full pay and two-three months leave to be shared by the parents flexibly. Flexible working should also become a day one right, and pregnant women and new mothers will receive stronger protections against unfair dismissal.
- **Improved protections during redundancy situations**, including fairer consultation thresholds, increased compensation and powers to stop redundancies and reinstate workers in certain circumstances.

## To ensure the law is enforced

- **In-house dispute resolution procedures** agreed by BCs should be the first port of call, establishing the principle: negotiation not litigation.
- **An independent Labour Inspectorate** with the power to enter workplaces, issue enforcement notices and reinstate unfairly dismissed workers.
- **An improved Labour Court system**, which will be given greater powers to investigate and resolve disputes.
- **Tougher penalties** for those who break the law, including compensation that better reflects the losses suffered by the victim.
- **Serious consequences for ignoring court orders.** Failure to pay compensation should be treated as an aggravated breach, attracting criminal sanctions for the worst offenders.
- **Criminal sanctions** for blacklisting, and a new unit of the Crown Prosecution Services to investigate cases of corporate manslaughter.
- **Personal liability** for directors and shareholders where their actions have caused or contributed to harm.



- **New powers for health and safety officers** to stop the job when danger is imminent or serve provisional improvement notices for lower-risk breaches.
- **More health and safety inspections** and the return of proactive inspections in all industries, not just those deemed 'high risk'.
- **Promotion of fair work by the government** should take the form of limiting public procurement and licensing to contractors that recognise and negotiate with trade unions, and that do not engage in blacklisting or other serious labour law breaches.