



CHARTER FOR

A NEW DEAL

FOR WORKING

PEOPLE

TUC

Changing the world
of work for good

Trade unions were founded in the heat of the industrial revolution to fight for the rights of every worker. Today, workers face a new wave of technological change, pressure to work longer for less, and attacks on our welfare and public services. That's why we're needed more than ever.

We know that unions are winning for workers across the country every day. But we need a government that will deliver for workers too. Here's what we're fighting for...



1. A STRONGER VOICE AT WORK

Everyone deserves to be paid and treated fairly at work. But in many workplaces the balance of power has shifted too far in favour of employers. When workers join together, we win better wages, safer workplaces, and a more powerful voice at work.

We're calling for:

- › new rights so that workers can be protected by a union in every workplace, and when we use social media, so that nobody has to face their employer alone
- › new rights for workers to bargain through our unions for fair pay and conditions across industries, ending the race to the bottom
- › an end to the unfair and undemocratic trade union legislation that weakens workers' power and, when faced with a boss who just won't listen or compromise, our right to strike
- › stronger rights for all our elected workplace reps to have paid time-off to be trained and to represent members.

Find out more about our call for a stronger voice at work at tuc.org.uk/StrongerVoiceatWork



2. BETTER PAY, FAIRER PAY

Everyone should be paid enough to live a decent life and be able to work the hours they need so they can spend time with loved ones.

We're calling for:

- › the rate for the job and fair pay for everyone
- › a £10-an-hour national minimum wage and an end to discrimination against young workers

- › workers to be elected onto remuneration committees to help curb greed at the top
- › universal credit to be stopped, scrapped, and replaced with a decent social security system
- › legal requirements on employers to report on and act to close race, gender and disability pay gaps
- › high-quality, properly funded, affordable, wraparound childcare to stop the motherhood pay penalty
- › decently paid maternity and parental leave, including leave that's just for dads and partners
- › employers to fund decent pensions for everyone.

Find out more about our call for better and fairer pay at tuc.org.uk/BetterAndFairerPay



3. CONTROL OVER WHEN YOU WORK

We need reliable jobs that pay enough to keep up with the cost of living and leave us with enough time to see loved ones. But millions are stuck in low-paid, insecure work that makes planning their life a nightmare.

Too often shifts are cancelled or changed with no notice and workers are powerless to do anything about it.

Work is getting more intense, with workers being asked to do more and more for less and less pay. And old-fashioned management practices hold too many people back. Carers, parents, older workers and disabled people (including those with mental health conditions), need more flexibility at work.

We're calling for:

- › support for the genuinely self-employed while calling for a ban on zero-hours contracts and false self-employment
- › a right to reasonable notice of your shifts, and payment if your shifts are cancelled
- › a move to a shorter working time with no loss of pay, starting with four new bank holidays a year, and setting an ambition for a four-day week

- › a right to positive flexible working from day one of your job, with employers required to advertise all jobs on that basis
- › a decent floor of rights for all workers and the return of protection from unfair dismissal to millions of working people.

Find out more about our call for more flexibility at work at [tuc.org.uk/
FlexibilityAtWork](https://tuc.org.uk/FlexibilityAtWork)



4. SAFE, SATISFYING AND DIGNIFIED WORK

Trade unions have fought to make workplaces safer and fairer. But too many workers still face harassment, unreasonable workloads, and increasingly intrusive surveillance.

We're calling for:

- › workplaces where risks to safety and health are removed or properly managed to protect workers from harm
- › employers to have a new duty to prevent sexual harassment and all forms of bullying and victimisation at work
- › new restrictions on surveillance of workers
- › a right to develop the skills you need to progress at work and to make the best of new technologies
- › tougher laws and penalties to stamp out blacklisting once and for all
- › stronger laws to ensure workers are protected and trade unions are consulted when companies go bust.

Find out more about our call for safe and dignified work at tuc.org.uk/SafeDignifiedWork



5. PUBLIC SERVICES TO BE PROUD OF

After a decade of austerity and years of privatisation and outsourcing, the public services we rely on are struggling, with too many public sector workers underpaid and overworked.

We're calling for:

- › an end to austerity
- › new investment so our schools, hospitals councils and civil service can deliver the services we need
- › an improvement to working conditions in local services, with services brought back in-house, and councils making sure the services they pay for provide decent working conditions
- › fully funded real pay increases for public service workers
- › key industries and services to be brought back into public hands, including rail, mail and water.

Find out more about our call for public services to be proud of at tuc.org.uk/ProudofOurPublicServices

6. A FAIR DEAL FOR WORKERS AROUND THE WORLD

Trade union solidarity also means standing by workers worldwide – too many face exploitation, including by companies based in the UK. We'll always stand up for workers who are oppressed by businesses or governments, and we need the UK government to take action too.

We're calling for:

- › government to ensure that countries they deal with respect the right to join a trade union, through our trade, foreign and investment policy
- › companies based in the UK that abuse workers' rights to be held to account – wherever those abuses take place



- › government to commit to decent work and fair international rules for all workers - and support the International Labour Organization to enforce them.

Find out more about our call for fair work around the world at [tuc.org.uk/
FairWorkAroundTheWorld](https://tuc.org.uk/FairWorkAroundTheWorld)

Trade unions had to fight for the rights we enjoy at work today - a weekend and paid holidays, protections against discrimination, the right to a safe working environment, and a minimum wage for all. Together we can fight for and win the new deal we need in the twenty-first century.

Published by
Trades Union Congress
Congress House
Great Russell Street
London WC1B 3LS

tuc.org.uk

ISBN 978 1 911288 59 6
September 2019

Design by TUC
Print by Precision Printing
Cover photo by Shutterstock

The logo for the Trades Union Congress (TUC) features the letters 'TUC' in a bold, white, sans-serif font. The letter 'T' is positioned to the left of the 'U' and 'C'. The 'U' and 'C' are connected at the bottom. The letters have a slight 3D effect with a dark shadow on the right side.

Changing the world
of work for good