



An update on UK collective bargaining in 2022

Meesha Nehru

Union membership in the UK

“No other movement would be described as having *only* 6 million members.”

(Frances O’Grady, outgoing General Secretary of the Trades Union Congress.)

- 6.4 million members
- 23.1% of UK employees (lowest figure on record)
- 43.2% male, 56.8% female

Sector	Membership (m)	Density %
Private	3.9	12.8
Public	2.56	50.1



Who are the UK unions?

TURI conference September 2022



Union	Members	Sectors
UNISON	1,417,637	Public Sector, local government, health and social care
Unite the Union	1,246,429	19 industrial sectors
GMB	601,907	General public and private
Royal College of Nursing (not TUC)	483,683	Nurses
National Education Union (NEU)	457,368	Teachers
Union of Shop Distributive and Allied Workers (USDAW)	402,958	Retail and distribution
National Association of Schoolmasters Union of Women Teachers (NASUWT)	311,919	Teachers
Communication Workers Union (CWU)	189,369	Postal workers, telecoms
Public and Commercial Services Union (PCS)	177,103	Civil Service
British Medical Association (not TUC)	158,405	Doctors
Prospect	150,730	Engineers and other 'skilled' workers, and entertainment
University and Colleges Union (UCU)	126,529	Academics and lecturers
National Union of Rail, Maritime and Transport Workers (RMT)	85,861	Railway workers, seafarers



New smaller unions:



TURI conference September 2022

Collective bargaining coverage

Percentage of employee jobs that have pay covered by a collective agreement 2020 – 21 by sector, gender and industry

(Source: ASHE survey, BEIS, UK government)

Jobs	Percentage of total covered by a collective agreement %
2021 total	41.0 (38.9 in 2020)
Public sector	91.0
Private sector	21.4
Not for profit	46.8
Gender: Male	36.0
Gender: Female	45.9

Industry	Jobs covered %
Public administration	91.9
Education	79.1
Gas and Electricity	69.1
Transport & storage	58.8
Health and social work	56.9
Water and Sewage	43.0
Finance	30.7
Wholesale and retail	29.4
Manufacturing	27.7
Real estate	24.3
Mining & quarrying	21.3
Art, Culture and Recreation	20.5
Administration services	19.2
Other personal services	19.0
Agriculture, forestry & fishing	14.4
Construction	11.8
Accommodation & food	8.8
Professional, scientific and technical services	7.7
Information & communications	6.4
Other services	*

UK bargaining framework

Percentage of employee jobs covered by a collective agreement 2021

(Source: ASHE survey, BEIS, UK government)

	National or industry agreement	Devolved nation agreement	Organisational agreement	Workplace agreement	National or industry agreement with local bargaining	Total
PRIVATE SECTOR 27m workers	3.1	0.1	9.0	7.0	2.3	21.4
PUBLIC SECTOR 5.5m workers	67.4	0.7	14.7	1.2	7.1	91.0



A collage of images related to the UK bargaining framework. It includes:

- The cover of the 'Green Book' National Agreement on Pay and Conditions of Service, April 2022, published by the National Joint Council for Local Government Services. Logos for NHS, NHS Scotland, and GIG CYMRU NHS WALES are visible.
- A banner for 'ARRIVA NORTH WEST STRIKE SUSPENDED AFTER 11.1% PAY OFFER' with a photo of a group of people.
- A banner for 'ARRIVA YORKSHIRE STRIKE ON' with a photo of a blue double-decker bus.
- The logo for the 'Prison Service Pay Review Body'.
- The cover of the 'ENERGY SERVICES AGREEMENT' (Issue 4, March 2022) published by O&UK.

Coverage does not equal fair pay

- Since 2010: biggest squeeze on wages since Napoleonic times
- Falling standards – and a race to the bottom
 - non-permanent forms of employment
 - Bogus self-employment
 - Outsourcing
 - Agency
 - Zero hours contracts
 - Gig economy
 - Public sector: high membership, low organisation

Frontline nurses are facing a real-terms pay cut of £6,891

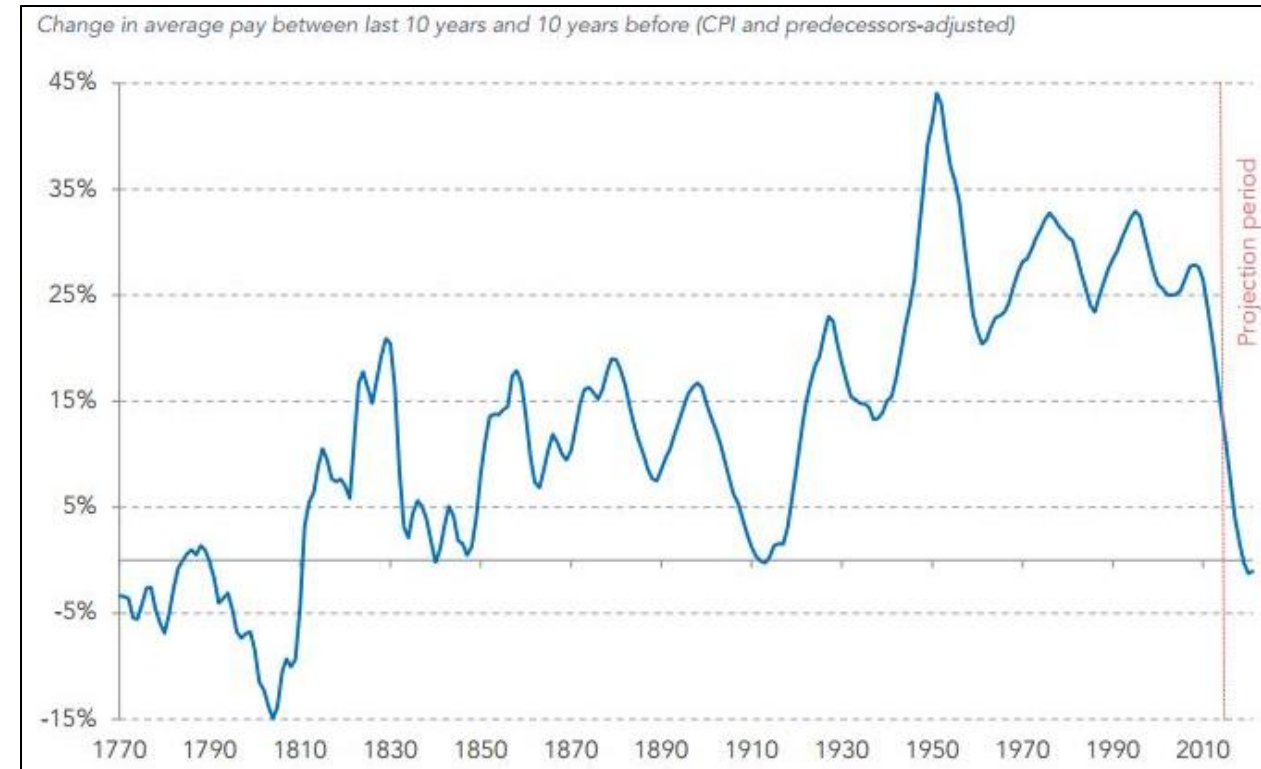
The value of teachers' pay has fallen by 8-17%.

Local government have seen an average of 27.5% wiped from pay

Further education lecturers have had a 35% pay cut

In 2010, the median HGV driver in the UK earned 51% more per hour than the median supermarket cashier. By 2020, the premium was only 27%

Real Terms Earnings Growth since the 1700s



Source: ONS, Bank of England, Resolution Foundation

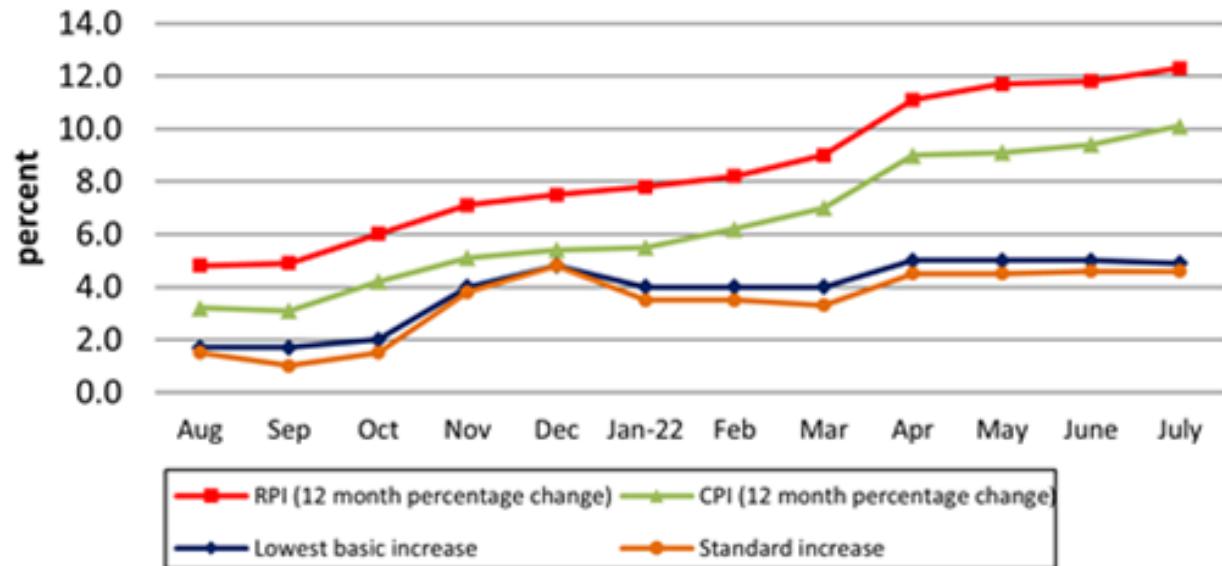
2022: with crisis there is hope

- Unions: new industrial strategy /leadership
- Organising, leverage and "strike-ready workplaces"
- Labour shortages
- Shift in mood
- Political environment



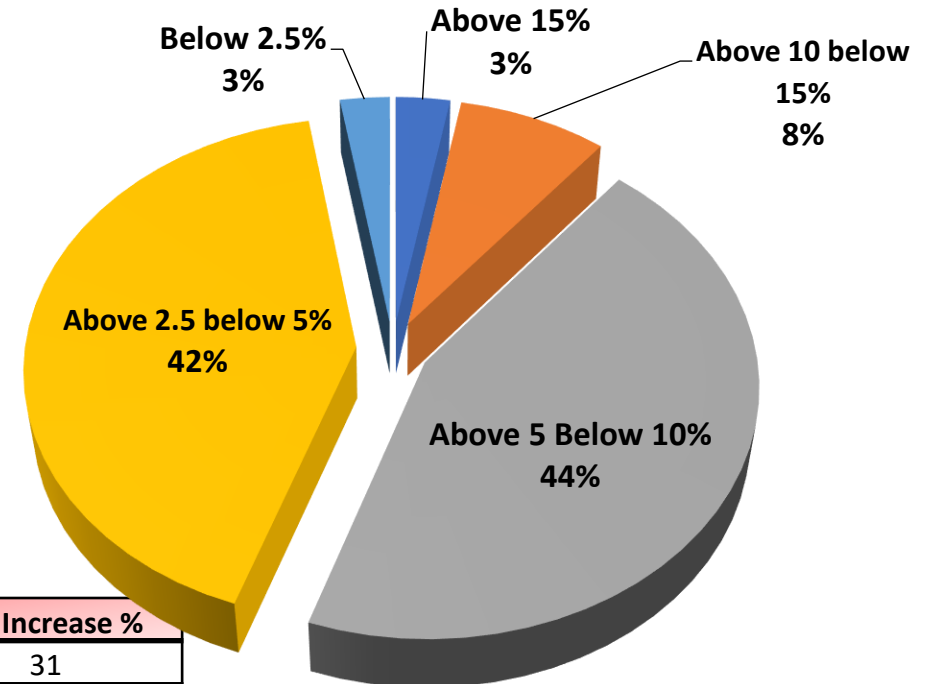
The state of pay

LRD Payline database 3-monthly pay medians and inflation (up to July 2022)



Data from the Labour Research Department's pay and conditions database: PayLine

LRD PayLine Pay Settlements since January 2022

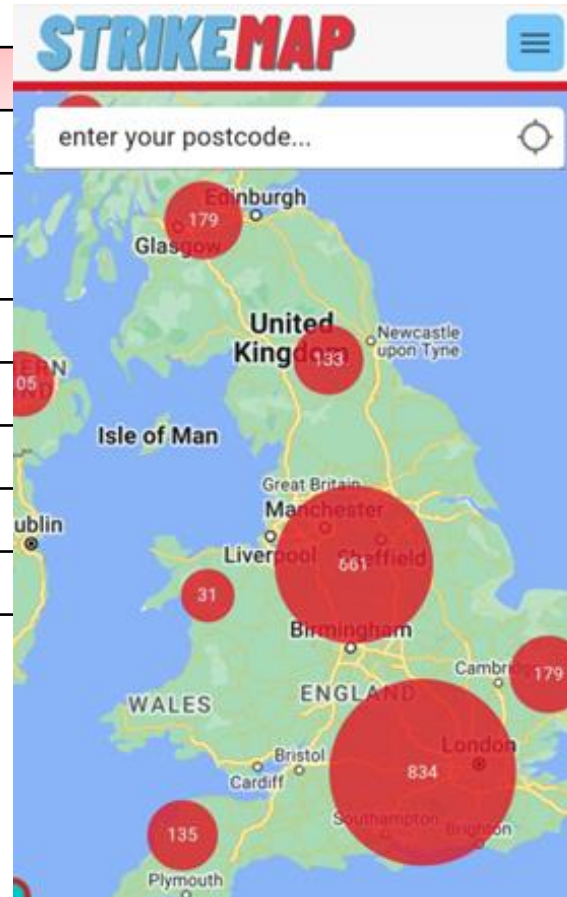


Agreement	Date	Pay Increase %
Securitas - Fawley Oil Refinery	01/04/2022	31
G4S (Croydon Hospital)	01/04/2022	24
GXO Logistics (Adidas) Bedford	06/04/2022	22.57
Wilson James (Gatwick Airport)	01/04/2022	21
Wincanton (Brockworth) Warehouse	01/07/2022	16.8
Riverside Quarter (Cleaners)	01/07/2022	16

Taking action

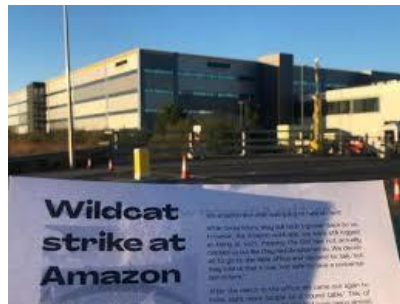
#Hotstrike summer

Already taking action	Numbers
Postal workers (CWU)	115,000
Communications workers	40,000
Railway workers	40,000
Operatives at 2 ports	2,500
Refuse workers	u
Bus drivers	u
Further Education	30+ institutions
Numerous localised actions	u

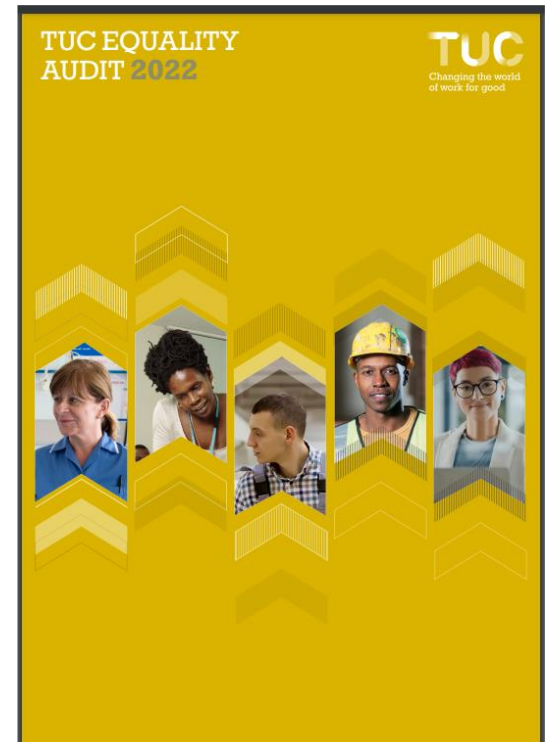
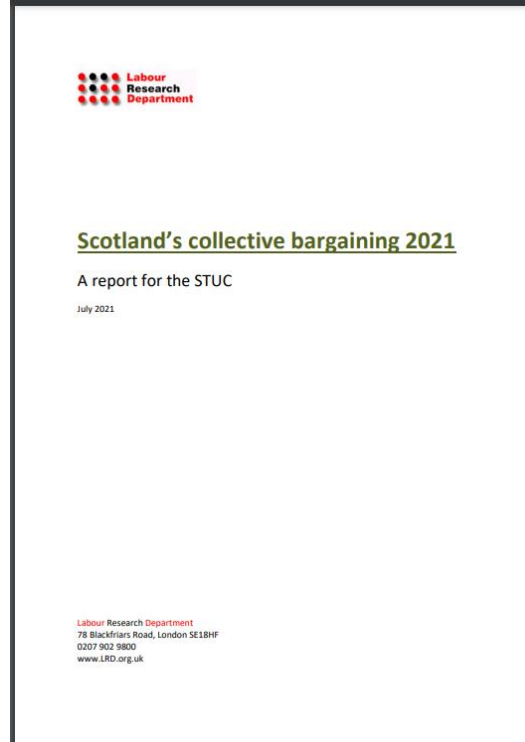
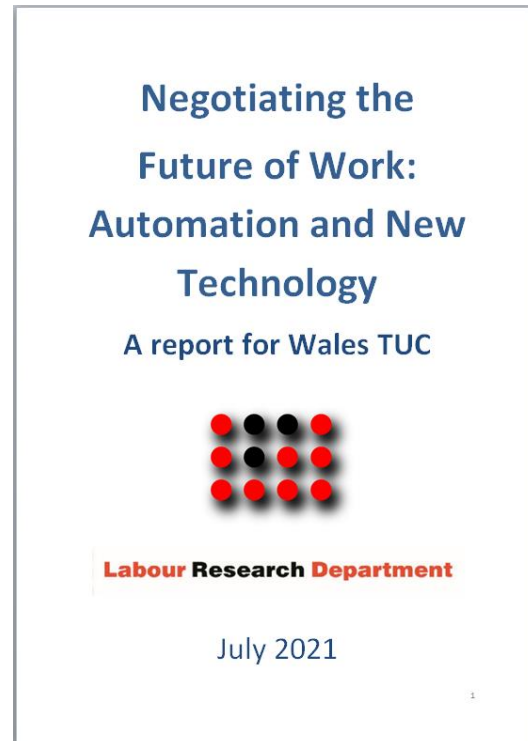
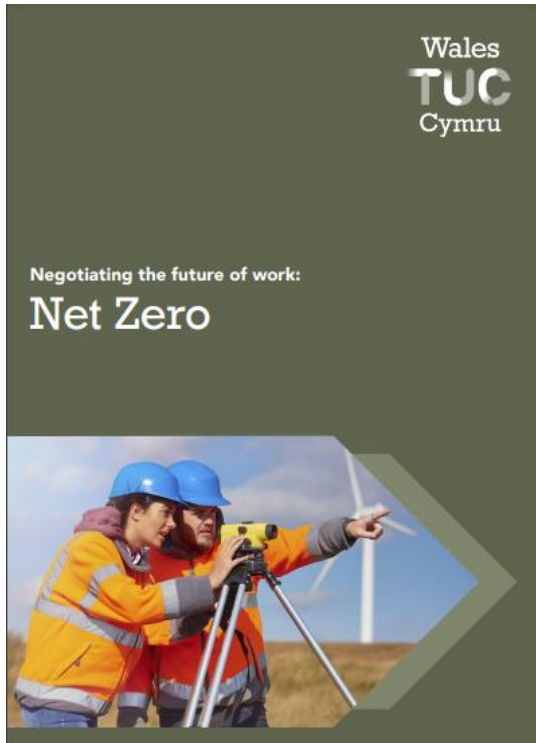


Autumn action?

Balloting	Numbers
Nurses	400,000+
Junior Doctors	6000+
Other Healthcare	300,000+
Local government	400,000
Civil Service	150,00+
Teachers	400,000+
University lecturers	150 institutions
University support staff	150 institutions
Firefighters	30,000+



Thank you





Thank you!