

Implications of the Taylor Review

The UK response to the transformation of work practices

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The Taylor Review

A review into working practices in the modern economy

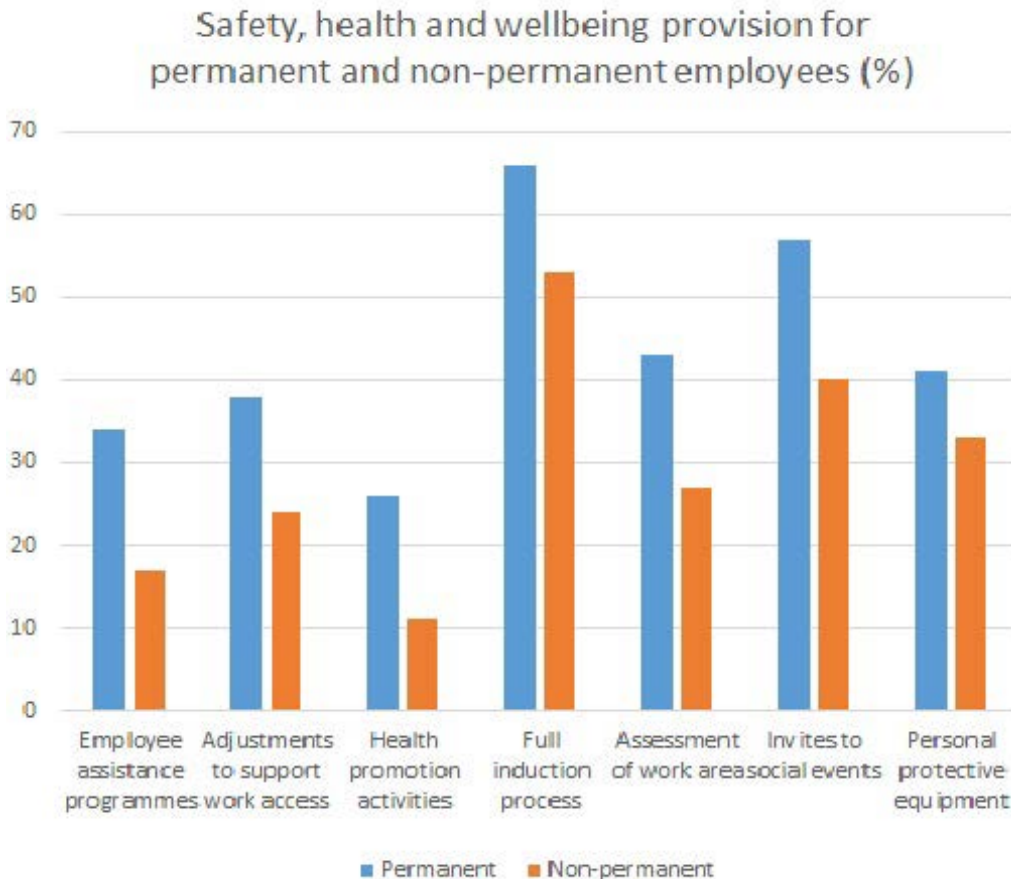
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Recommendations

- Good work for all
- Fairness for 'dependent contractors'
- National living wage – with support to progress beyond
- Reduce non-wage costs of employment
- Companies must practise good corporate governance
- Developing skills to strengthen future prospects
- A more proactive approach to workplace health

Permanent vs non-permanent workers

Differentials in workplace precautions

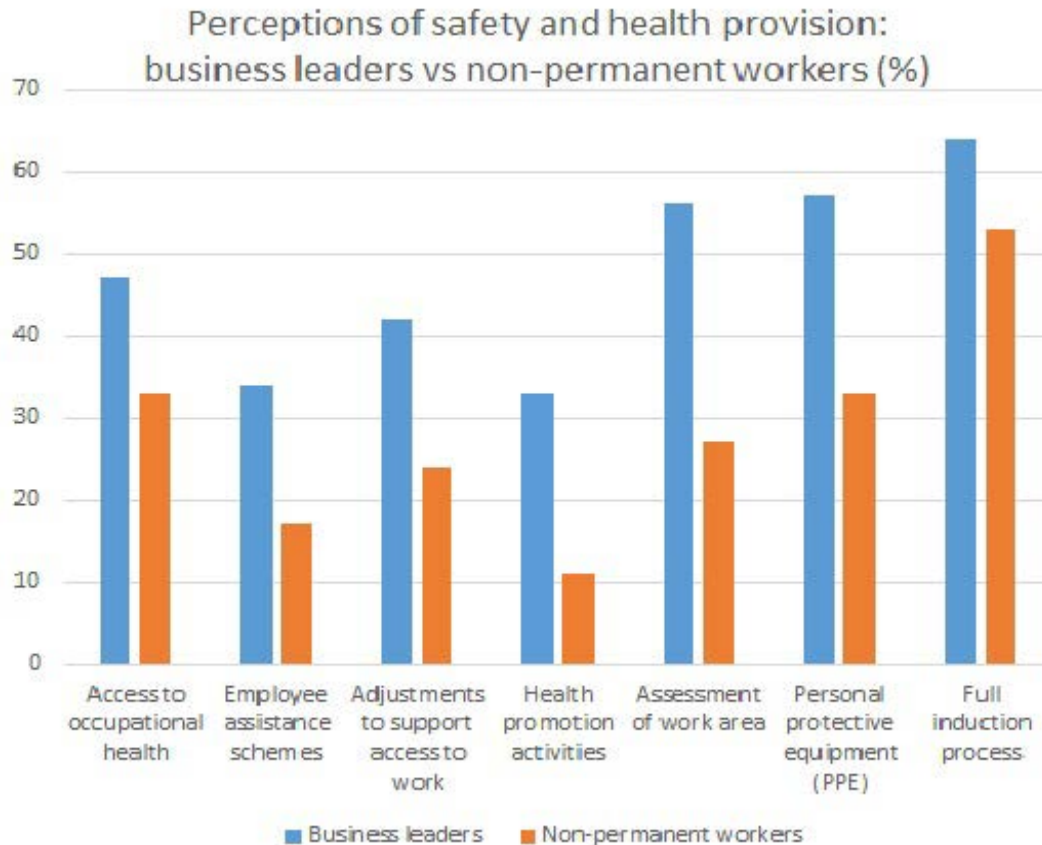


Survey of non-permanent workers

- Access to occupational health support
 - Permanent worker 54 %
 - Non-permanent worker 33 %
- Health promotion activities
 - Permanent worker 26 %
 - Non-permanent worker 11 %
- Full induction process
 - Permanent worker 66 %
 - Non-permanent worker 53 %
- Personal protective equipment
 - Permanent worker 57 %
 - Non-permanent worker 33 %

Perceptions of safety and health

Businesses report more favourable provision for non-permanent workers



Survey of business leaders

- Access to occupational health support
 - Permanent worker 47 %
 - Non-permanent worker 33 %
- Health promotion activities
 - Permanent worker 33 %
 - Non-permanent worker 11 %
- Full induction process
 - Permanent worker 64 %
 - Non-permanent worker 53 %
- Personal protective equipment
 - Permanent worker 57 %
 - Non-permanent worker 33 %

Temping, zero hours and gig work

The advantages and disadvantages

Flexibility, control and work-life balance

“I have more control of my time as a non-permanent worker. I decide when I work and when I take time off to make time for education etc, whereas when I've worked as a permanent member of staff, you have no control and no choice on your shift rota”

(Temporary contract / agency worker)

No sick pay, holiday pay or stable income

“It's entirely dependent on the employer. My current employer values permanent and non-permanent staff equally. However, my last company showed no concern for non-permanent members, specifically when it came to illness and fatigue”

(Temporary contract/agency worker)

A call to action

Education and an employer-worker agreement

Support for equipping people for modern world of work

“There is a real lack of understanding out there what the world of work actually looks like. A lot of kids don’t get the experience of dealing with the public that I did and probably you did, and they seem to have unrealistic expectations about the world of work”

Chief Executive, Marketing, Communications

Support for an employer-employee agreement

“Health and Safety procedures and mechanisms to ensure that it is done well, in the right way, leads to being able to take the benefits of the gig economy and minimise some other negative aspects”

(Owner / proprietor, Package Distribution)

Pressure on UK Government to act

Call to end 'mass exploitation' of gig workers

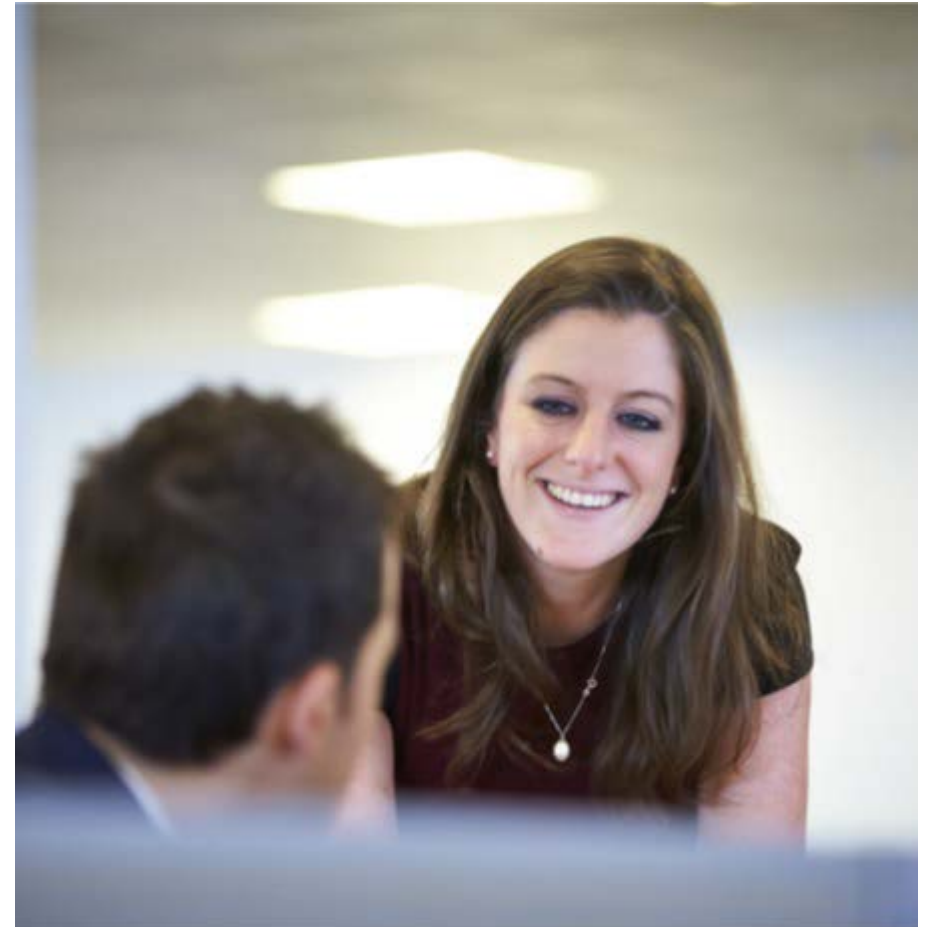
- MPs urged Government to pass new laws
- Loopholes for 'irresponsible employers' should be closed
- Burden of flexibility shouldered by workers
- A clear written statement on employment status needed
- Unions called for statutory sick pay among further measures



The Government response

New rights for workers and government accountability

- Millions of workers to get new day-one rights with sick and holiday pay to be enforced for vulnerable workers
- Reforms will ensure employment law and practices keep pace with modern ways of working created by rapid technological change
- Government will be accountable for good quality work as well as quantity of jobs



Reaction to Government response

Mixed reception to UK Government plans

- 'Four out of 10 for response so far'

Matthew Taylor

- 'Government right to root out abuses in the system – but inform good bosses on where they stand'

Institute of Directors

- 'We want the Government to consider the very real health risks faced by workers outside of permanent, full-time employment'

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