



Economy, Business & Trade:
The future of work

Thank you for taking part in the Labour Party's 2018 National Policy Forum Consultation, the Party's process for getting input from our members, supporters and stakeholders on how we shape our policies.

This booklet is one of eight policy documents published by the Labour Party as part of our consultation this year.

Each document contains sets of questions for you to answer. You do not need to answer every question, nor is there any specific way to answer them. We suggest picking the questions most important to you and using them as a guide to write a few lines or paragraphs on what you think about the issues in this area.

At the end of the document you can find a guide on how to send in your ideas to us and other ways to get involved in the consultation.

There are seven other documents that might interest you covering different areas of the Party's policies, you can find them in the consultation pack or online. If you have an idea or issue you would like to talk about that is not covered in this year's consultation, you can submit these to us too via www.policyforum.labour.org.uk

Whether you're a Labour Party member or not, we want to hear your ideas on how the next Labour government should tackle the challenges our country faces, and build a more equal Britain for the many, not the few.

Want to know more about how Labour makes policy?

You can learn more about how Labour makes policy, further details about the 2018 Consultation and find policy events in your area on our website www.policyforum.labour.org.uk

ACCESSIBLE MATERIALS

The Labour Party is an inclusive member-based organisation that prides itself on being accessible to all who share its values. If you would like an accessible version of these documents please email us at policydevelopment@labour.org.uk to discuss how we can best accommodate your requirements.

Economy, Business & Trade Commission: The future of work

Labour's vision

Work should provide people with security and fulfilment. But for too many people work is insecure and isn't enough to make ends meet. This challenge is likely to only grow in the future.

The Government boasts of record employment, but our labour market is failing. Real-terms pay is still lower than before 2010, and jobs are increasingly low skilled and insecure.

In the 2017 manifesto Labour committed to a fair deal for working people.

A Labour government will invest in enforcement of workers' rights through a new Ministry of Labour, and empower workers and their trade unions – because we are stronger when we stand together.

The next Labour government will also bring in a 20-point plan for security and equality at work, including banning zero-hours contracts and giving all workers equal rights from day one, whether part-time or full-time, temporary or permanent.

At the same time as strengthening workers' rights, we will make work more fulfilling by using public investment to upgrade our economy and create high-quality jobs. While the Conservatives stand back and allow insecure work to spread, Labour will act to guarantee good jobs and businesses, and create the conditions where more fulfilling work can support more time to spend as we wish.

We know that the changing nature of technology, employment and the workplace will have important implications for the economy, inequalities and working people's living standards. We recognise that more work is needed to develop the public policy proposals that will confront the challenges and opportunities of the future of work.

This consultation gives members, experts and interested groups the opportunity to contribute to the development of these public policy proposals.

Issues

The context

Self-employment can bring many benefits, freedoms and flexibilities to people – and is a vital and often entrepreneurial sector of our economy. But there is also mounting evidence that workers are being forced into self-employment by unscrupulous employers to avoid costs and their duties to workers. This is only one of the many recent changes to employment that we have seen; the nature and quality of employment is changing across the labour market. With changing technologies and differing employment practices, there is a danger people's sense of vocation is diminished and a sense of meaning is lost from workplaces.

Have your say – give us your thoughts on the questions below:

- What is your view of the current state of the economy and modern employment?
- How has modern employment changed in recent years?
- How is modern employment likely to change going forward?
- How do we ensure people's sense of vocation and meaning from work isn't lost as technology and employment practices change?

The future

Labour recognises that the law often struggles to keep up with the ever-changing new forms of employment and work, so we will set up a dedicated commission to modernise the law around employment status and to ensure a policy which utilises our comparative advantage in sectors where productivity is high. The commission will be led by legal and academic experts with representation from industry and trade unions.

Have your say – give us your thoughts on the questions below:

- What are the key labour market challenges of the future?
- What do we want the future economy and modern employment to look like?
- How do we get the right balance between the quality, quantity and diversity of work?
- How do we develop a sectoral policy that makes the most of our comparative advantages?
- How do we support flexible workers with caring responsibilities and how do we build a social infrastructure that supports all workers?

The mechanisms

Our economy is suffering from years of neglect by the Government which has refused to support our industries, businesses and workers. This wasted potential is holding us all back. Inequality has ballooned as the economy has shifted towards low-paid, insecure jobs.

Have your say – give us your thoughts on the questions below:

- How do we harness new business models and changing technology to deliver quality jobs?
- How do we build a system of training, education and life-long learning suitable for a modern labour market?
- How do we build an approach that incorporates the trade union movement and business sectors to deliver a modern labour market?
- How do we ensure that labour rights are better enforced?
- How do we improve the quality of management in the UK?
- How do we protect workers from exploitation of their rights, including pension rights, as we have seen with scandals involving BHS and Carillion?

The bigger picture

Britain is a long-established democracy. But the distribution of ownership of the country's economy means that decisions about our economy are often made by a narrow elite. More democratic ownership structures would help our economy deliver for the many and lead to a fairer distribution of wealth.

Have your say – give us your thoughts on the questions below:

- What wider structural changes will be needed to create the type of economy and society we want?
- What democratic ownership structures would help us deliver this?
- What financing and investment structures would help us deliver this?

Thank you for taking the time to read our consultation document. We want to harness the views, experience and expertise of our members, stakeholders and the wider public. If you would like to respond to any of the issues in this document, there are a number of ways you can get involved:

- 1. Online:** The best and easiest way to send in your ideas and join the discussion is via our online home of policy making:
www.policyforum.labour.org.uk/consultation2018
- 2. By post:** If you have written down your ideas, you can post these to us at:
The Labour Party,
Policy Unit,
Southside,
105 Victoria Street,
London, SW1E 6QT
- 3. At your local party:** You may want to discuss your ideas with other members of your CLP or local branch. You can suggest to your CLP Secretary that a policy discussion is held at a future meeting.
- 4. Regional Policy Forums:** Look out for events hosted by your regional office, local parties and National Policy Forum Representatives.

You can find out more about the 2018 consultation, upcoming events and more details on how Labour makes its policy at
www.policyforum.labour.org.uk

Follow us on Twitter for regular updates during the consultation
[@Labpolicyforum](https://twitter.com/Labpolicyforum)
[#NPFConsultation2018](https://twitter.com/NPFConsultation2018)

Please send your ideas before the consultation period ends, it runs until Sunday 24 June 2018.

