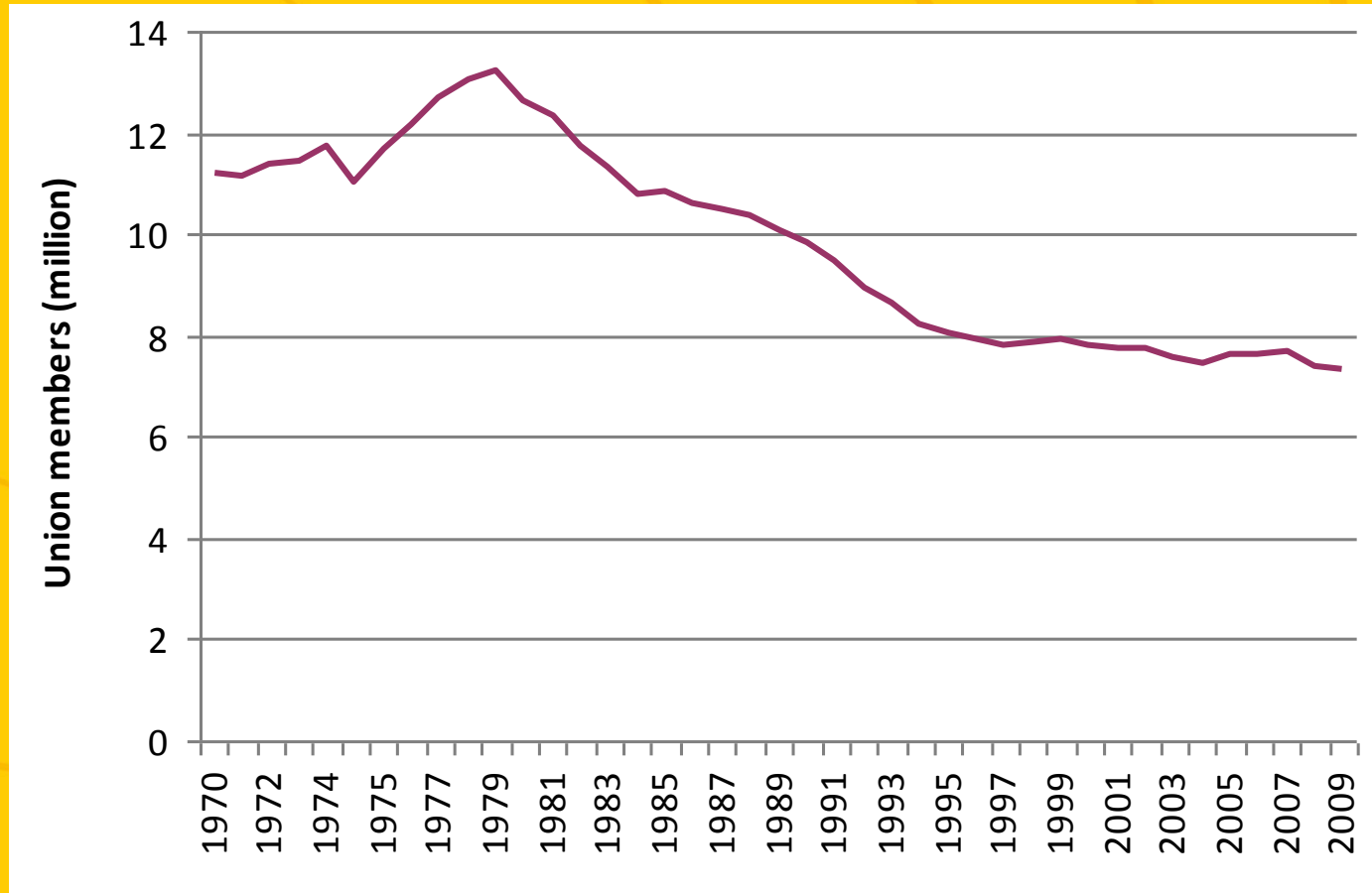




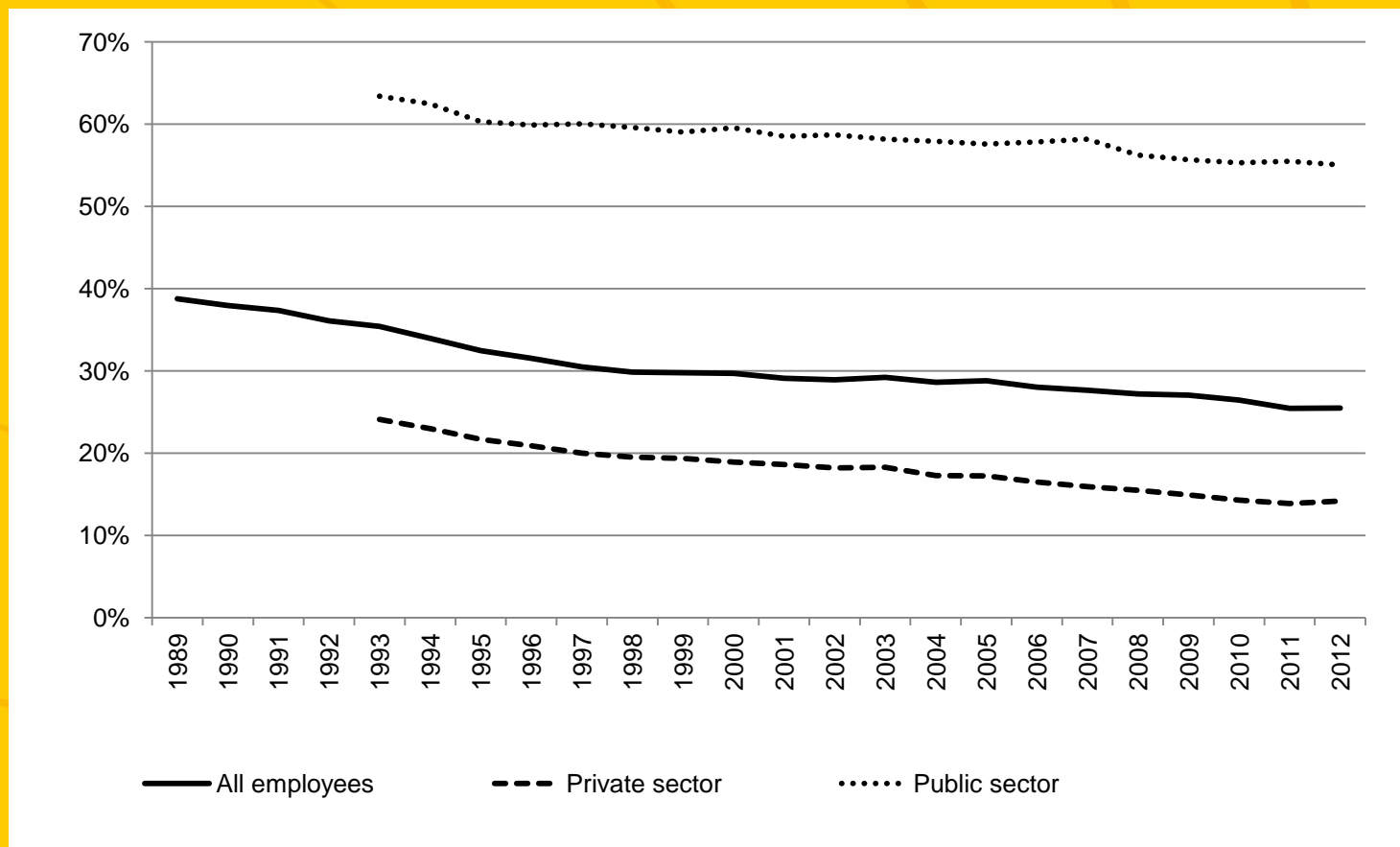
The future of trade unionism: challenges and opportunities

Union membership



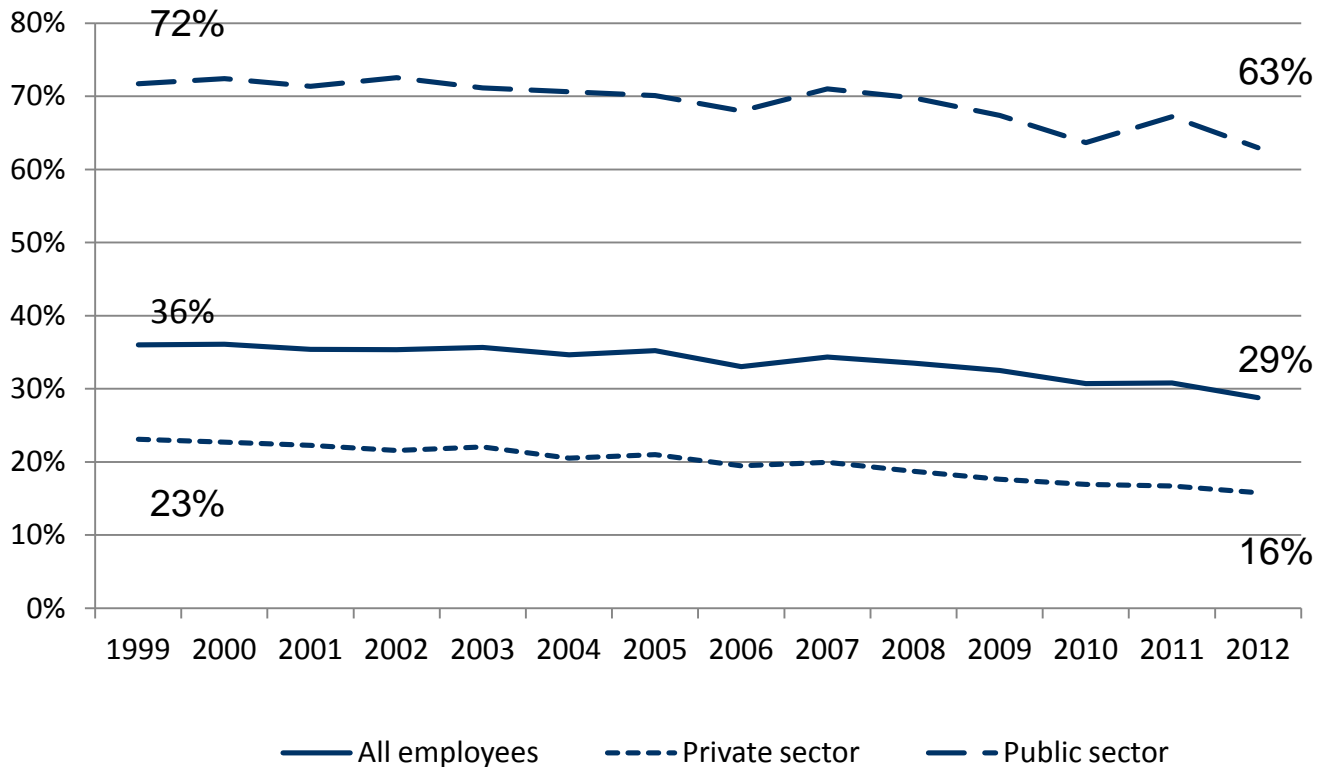
Source: Certification Officer, Alex Bryson & John Forth

Union density



Source: Labour Force Survey, Alex Bryson & John Forth

Bargaining coverage

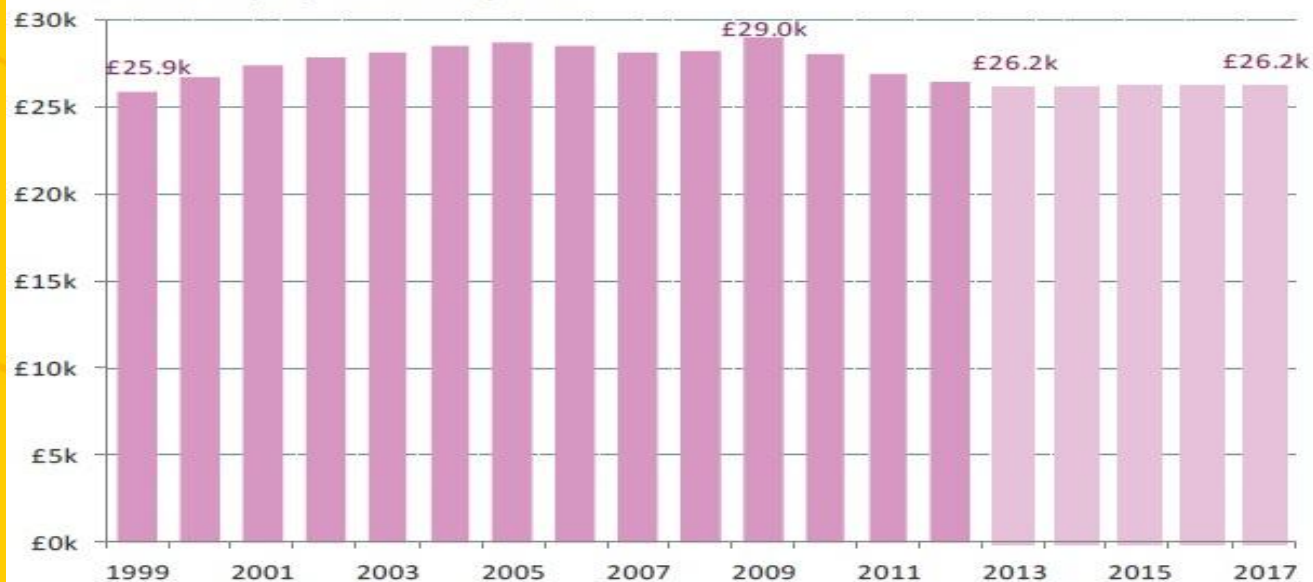


Source: Labour Force Survey

A 20 year Real Wage Freeze?

Figure 5: Median annual salary among full-time workers

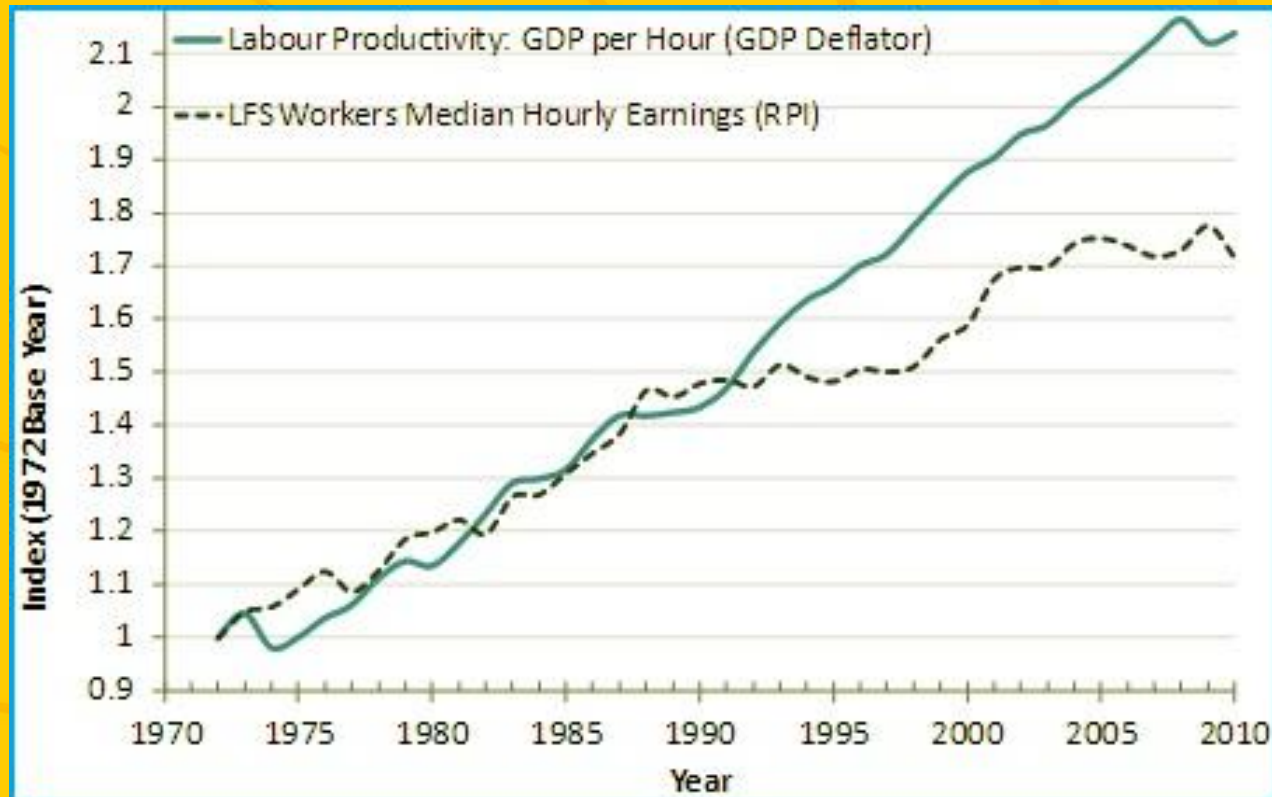
Full-time employees 2012 prices



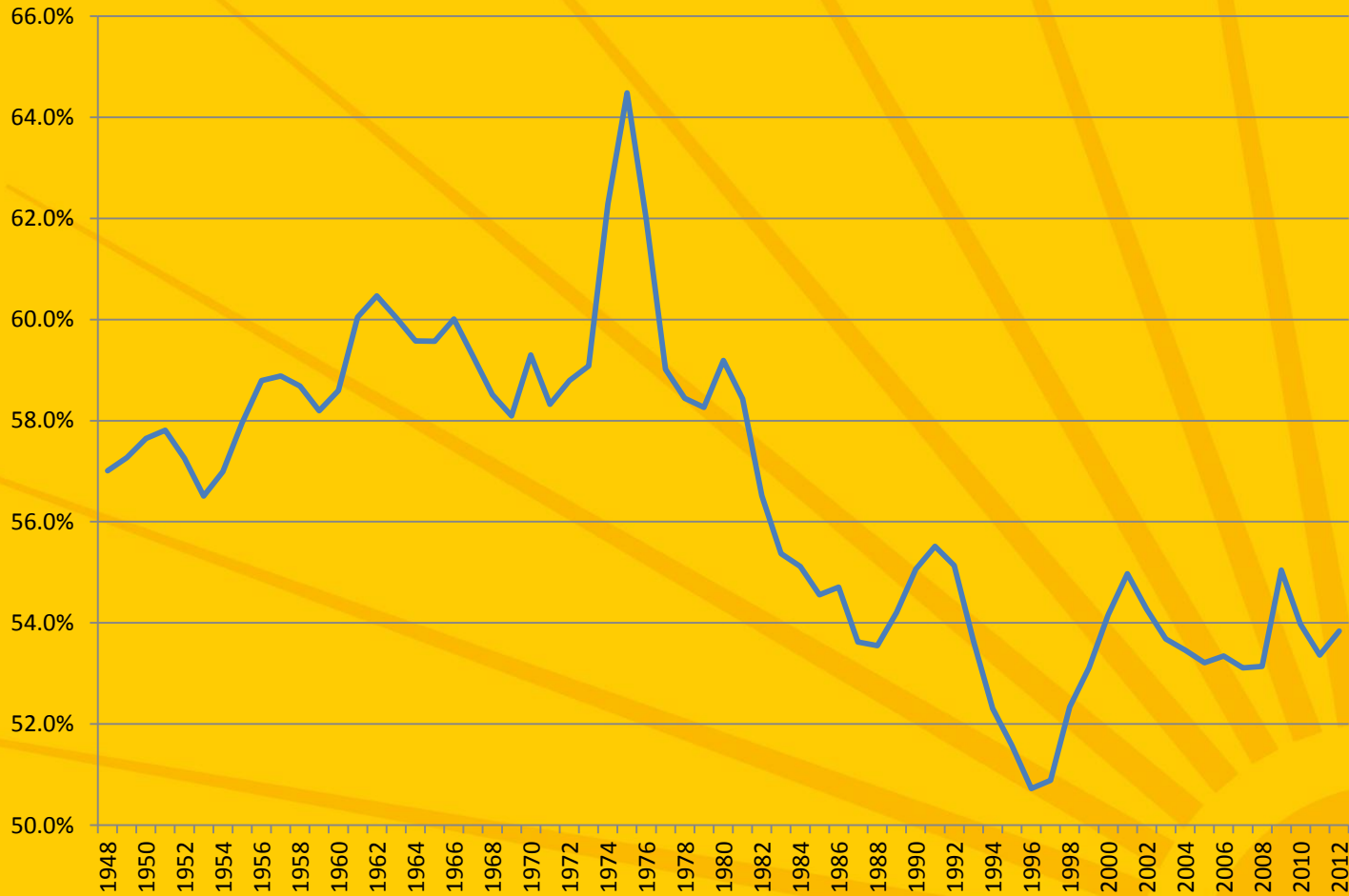
Note: Figures adjusted using RPI.

Source: RF analysis of ONS, ASHE, ONS, Quarterly National Accounts, ONS, Labour Force Survey & OBR, Fiscal and economic outlook

Wages & Productivity



Wage share



A difficult environment

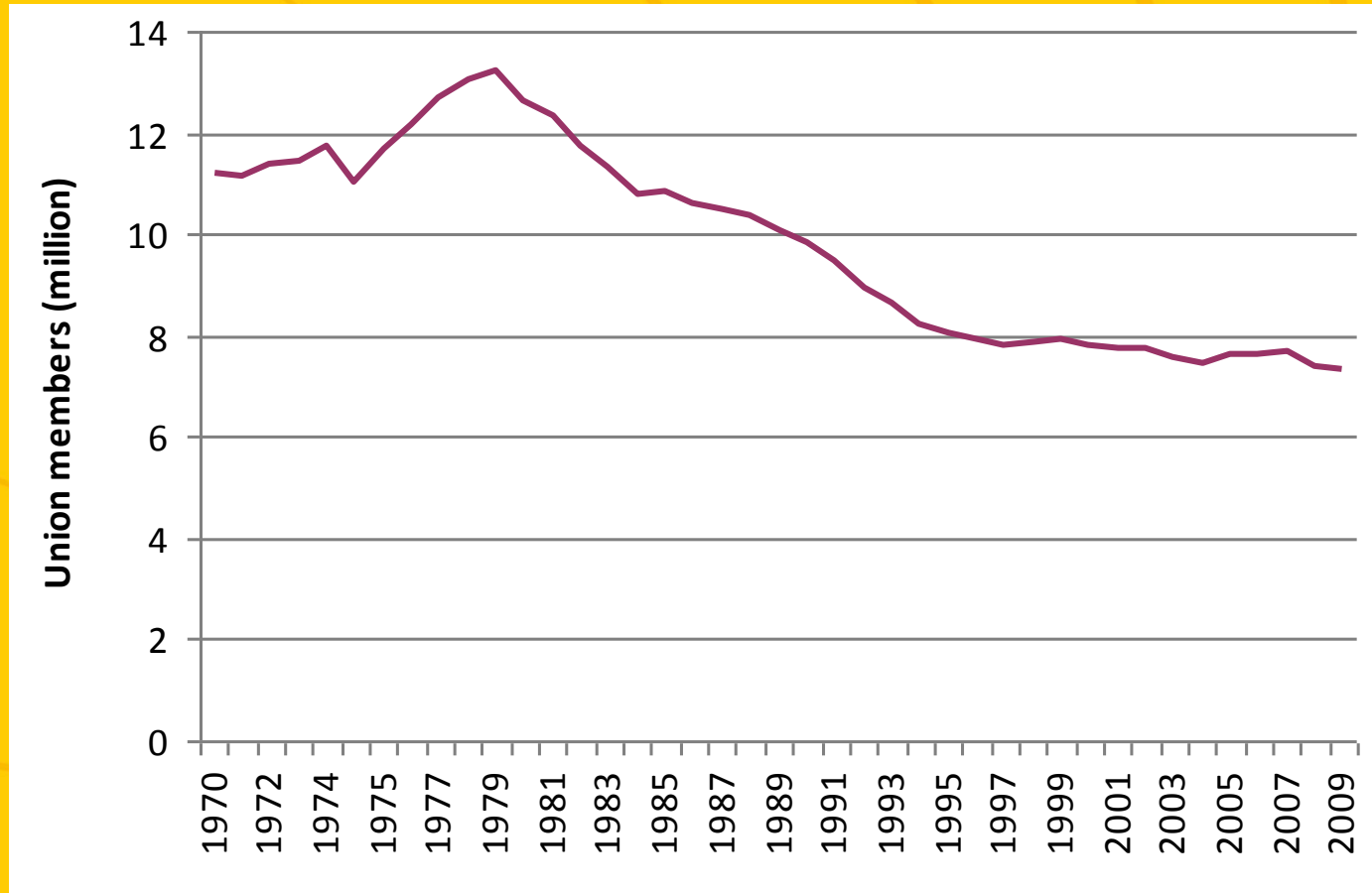




Not all 'doom and gloom'!

- Difficult pressures and challenges, but....
- 6.5m members
- Still the biggest, democratic organisation in the UK
- 76% say unions are essential to protect workers interest
- People twice as likely to trust unions than government ministers
- Political access & influence
- Industrial wins
- Unions have proved resilient if not resurgent

Union membership



Source: Certification Officer, Alex Bryson & John Forth

Campaigning & new alliances





‘Blue-Sky’ or ‘wishful’ thinking?



Childminders

Nannies

Nursery Workers

Training

Parents

Home

About PACEY

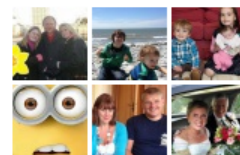
- > Structure and strategy
- > PACEY's Professional Standards
- > Benefits of membership
- > Join PACEY
- > History of PACEY
- > Annual reports
- > Contact us
- > Work for us



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3,894 people like PACEY.



About PACEY

PACEY is the Professional Association for Childcare and Early Years. A standard-setting organisation, we promote best practice and support childcare professionals to deliver high standards of care and learning.

Since 1977 we have provided high quality support to our members and have worked with government, local authorities and others to raise standards.

PACEY supports its members to grow their own professionalism and to be part of a sector-wide organisation representing their views and experiences.

Together with our members - childminders, nannies and nursery workers - we are working to become the professional association for everyone in childcare and early years and ensure our members are recognised for the vital role they play in helping children get the best start in life.



PACEY's vision

All our members provide the highest standards of care and learning for children.

PACEY's mission

We will enable all our members to achieve the highest standards of care and learning for children and together build recognition of their professionalism.

PACEY's values

PACEY's values guide all its staff and volunteers in how they make decisions about the work they do to support children, families, registered childminders, nannies and nursery workers.

PACEY's values are:

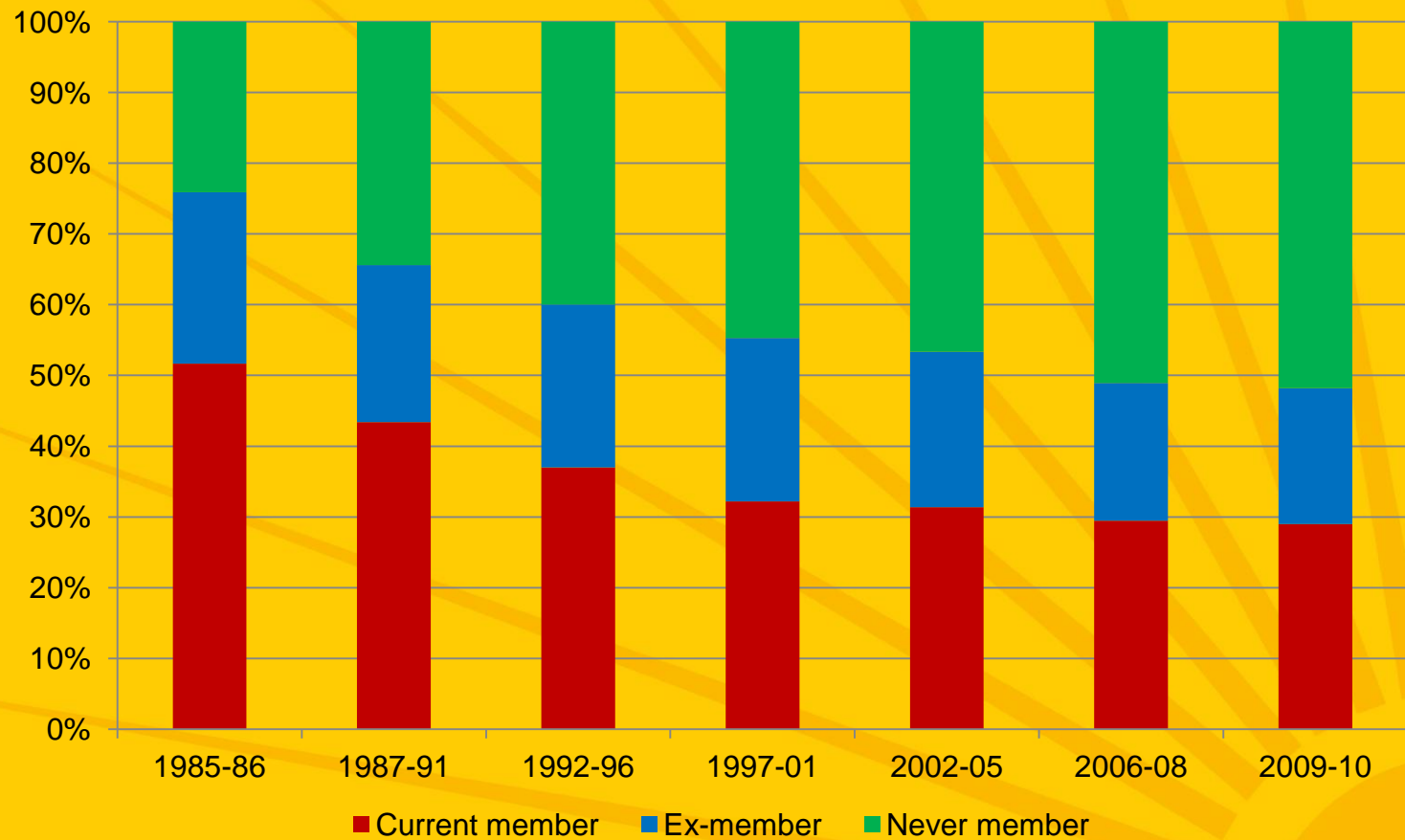
- Expert - by using latest evidence and best practice, to deliver high standards of care and learning to children and their decision makers.
- Supportive - by providing quality services we empower

What's a union?

**Q: Why don't
young workers
join unions?**

**A: They do. Or
rather, some do.**

'Never Members'



Source: Certification Officer, Alex Bryson & John Forth



Broadening the
union 'family'

The evolution of the TUC



*'Function must determine structure...and that type of organisation which will suit the minimum needs of a union's own members will not necessarily be best for the attainment of all the broader objects'.
I defined these objects as:*

- (1) improvement of wages and working conditions,*
- (2) a measure of control of industry*
- (3) the ability to defend workers against any onslaught by capitalism'.*

Walter Citrine, 'Men and Work'



The TUC's priorities

Jobs, growth
and a new
economy

Fair pay & the
Living Wage

Good services
& decent
welfare

Respect & a
voice at work

Strong unions

A FUTURE 
THAT WORKS



@nowak_paul