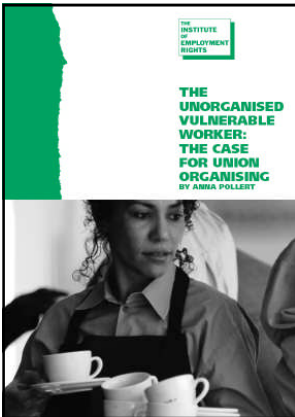


WLRI Trade Union Seminar Series 2008

Unorganised Workers: Individualised Industrial Relations and 'Vulnerability' at Work

- **Anna Pollert, University of West of England (UWE)**
- **Nicola Smith, TUC Commission on Vulnerable Employment**

Wednesday 10th December 2008, 5-7pm



In this seminar, Anna Pollert reports the key findings of the Unrepresented Worker Survey, part of a research project funded by the ESRC, *The Unorganised Worker: Routes to Support, Views on Representation*. Pollert's starting point for examining vulnerability is that over 70 per cent of Britain's workforce is non-unionised. Taking the more disadvantaged among these as the lower-paid half earning below the median – which comes to 40 per cent of the workforce – Pollert examines how far such workers are able to resolve grievances at work as a measure of their vulnerability. From a survey of 501 lower-paid, non-unionised workers with problems at work, the evidence shows that the majority fail to resolve their grievances satisfactorily, even though most try several tactics to do so. If failure to resolve workplace grievances symptomises the effects of vulnerability, this research shows that it is not a marginal issue but affects at least two-fifths of the workforce. The government needs to take on board the extent to which the de-collectivisation of the employment relationship increases vulnerability. Statistical testing was conducted with Andy Charlwood, University of York.

Anna Pollert has written widely in the area of employment rights and vulnerable workers, including: "The Unorganised Vulnerable Worker: The Case for Union Organising", (2007), London: Institute for Employment Rights.

Nicola Smith works for TUC Commission on Vulnerable Employment, and is author of "Hard Work, Hidden Lives" *The Report of the Commission on Vulnerable Employment* (2008).



**WLRI: London Met University,
31 Jewry St,
London EC3N 2EY
5.00-7.00pm, Room JS2-74**

This event is free, open to all, and there is no need to register. Contact Max Watson for more info: 0207 320 3042
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