

# 100,000 Organise Members respond to the Employment Rights Bill

Organise is a worker-led platform of over one million members, empowering people across all sectors and professions to create meaningful change in their working lives through collective action.

## **Executive Summary**

This report brings together the voices and experiences of over 100,000 Organise members who have actively contributed to shaping its insights and recommendations. It highlights the pressing challenges faced by workers across diverse sectors and demonstrates how these issues are deeply interconnected. Problems like inadequate sick pay cannot be understood in isolation from exploitative gig economy practices or the insufficient financial support for unpaid carers. Similarly, the persistent low pay in the care sector and the lack of employment rights for part-time workers disproportionately affect those with caring responsibilities, women and those from racialised communities.

To truly deliver on the promise of the Employment Rights Bill as the ‘biggest upgrade to workers’ rights in a generation,’ the Government must adopt a holistic approach. Addressing these issues in isolation risks leaving workers behind, particularly those already marginalised. This report provides a roadmap

Written submission from Organise (ERB0048)

for transformative change, driven by the collective power of Organise members and grounded in the lived realities of workers.

## Key Recommendations

### 1. Increase Statutory Sick Pay (SSP)

Current SSP rates and eligibility criteria are wholly inadequate. Workers cannot live on £116.75 per week, forcing many to work while unwell, jeopardising their health and public safety.

- Data: 97% of surveyed workers said SSP is insufficient to meet basic living needs. [1]
- Demands:
  - SSP should align with the worker's regular salary or the National Living Wage, whichever is higher.
  - SSP eligibility should extend to the self-employed and gig workers.
  - Sick pay must begin from the first day of illness.

### 2. Protect School Staff

Teaching assistants and support staff are the backbone of the education system but face appalling pay and conditions.

- Data: Over 54,000 people signed a petition demanding a pay rise for teaching assistants, and 64% of school staff identified flexible working as critical to their roles. [2,3]
- Demands:

- Reinstate the School Support Staff Negotiating Body to address pay, workloads, and training.
- End pro-rata pay for part-time support staff, ensuring fair remuneration for their contributions.
- Invest in professional development opportunities tailored to the increasingly diverse roles of school staff.

### **3. Establish a Real Living Wage for Carers**

The care sector (including both unpaid carers and care workers) is undervalued and underpaid, with carers reporting significant financial and emotional strain.

- Data: 85% of unpaid carers worry daily about their finances, and 76% identified low pay as their most pressing issue. [4,5]
- Demands:
  - Introduce a real living wage for care workers and unpaid carers, reflecting their vital role in saving the economy billions.
  - Strengthen employment rights for part-time and unpaid carers, recognising their dual roles as workers and caregivers.

### **4. Make Fire and Rehire Illegal**

The practice of firing workers to rehire them on worse terms undermines job security and workplace morale.

- Data: Over 255,000 people signed a petition to make fire and rehire illegal. [6]
- Demands:
  - Explicitly outlaw fire and rehire practices, including pre-emptive strategies like "fire and replace."

## **5. The Right to Disconnect**

The rise of remote and hybrid work has blurred the boundaries between work and personal life, leading to burnout and mental health challenges.

- Data: 97% of people surveyed agree that workers have the right to “switch off”
- Demands:
  - Introduce a legal right to disconnect outside of agreed working hours, protecting workers' personal time.

## **Intersections of Workers' Rights**

The challenges outlined above often intersect, exacerbating inequalities:

- **Gender:** Women disproportionately face low pay in the care sector, insecure contracts, and the burden of unpaid caring responsibilities.
- **Racial Inequality:** Workers from racialised backgrounds are more likely to experience low pay, gig work, and job insecurity.
- **Disability:** Disabled workers often struggle with inadequate sick pay and inflexible working conditions.

A siloed approach to employment law risks leaving these groups behind. Holistic, intersectional policies are essential to addressing systemic inequalities.

## **A Real Living Wage for Carers**

Across the UK, an estimated 5.7 million people provide unpaid care for family members, friends, or neighbours affected by long-term illness, disability, or old age. [7] These unpaid carers form an invisible backbone of society, saving the public purse billions of pounds each year by performing work that would otherwise require formal support. Despite their immense contributions, carers are undervalued, under-supported, and forced into financial insecurity.

Unpaid carers need fair pay and adequate support to prevent exhaustion, injury, and illness, which can ultimately place greater strain on the economy and public services. The petition for a fair living wage for carers, which has been signed by over 11,240 people, calls for transformative action. [8]

## **A Broken System**

Currently, Carer's Allowance stands at just £81.90 per week, far below what is needed to meet basic living costs. This insufficient rate:

- Forces many carers to live in poverty, unable to cover essential expenses like food, rent, and utilities.
- Disincentivises carers from continuing their critical roles, potentially increasing demand on formal care services and public funding.
- Contributes to poor mental and physical health among carers, who often face exhaustion, injury, and illness due to the demands of caregiving.

## **Economic and Social Benefits of Supporting Carers**

Research highlights the broader economic benefits of supporting carers. For instance, Centrica, a member of Employers for Carers, estimates that the UK could achieve £8.2 billion in productivity gains through carer-friendly workplace policies. [9] These gains stem from increased worker retention and reduced recruitment costs, underscoring the economic case for fairer treatment of carers.

Additionally, 2.3 million people in Great Britain combine paid employment with unpaid caring responsibilities. [10] This dual burden places immense stress on individuals, impacting their mental health, physical well-being, and financial stability.

## **Findings from the Organise Community**

The voices of unpaid carers reveal the depth of the crisis: [11,12]

- 95% feel they do not receive adequate recognition or support from the government or society.
- The top three challenges they face are lack of time for themselves, mental health and stress, and financial strain.
- 85% of carers worry about their financial situation every day, while 76% identify low pay and inadequate benefits as the most significant issues they face.

### **Living on £81.90: The Human Cost**

Carers receiving Carer's Allowance, just £81.90 per week, share harrowing stories of financial hardship and emotional strain. Their experiences illustrate the urgent need for systemic change: [13]

"It is incredibly stressful and degrading but because I feel it's the right thing to do, I continue to go above and beyond in my care work to the detriment of my life, physical and mental health, and finances. I'm torn between keeping my job caring for my mum or trying to salvage my career and return to work. I'm thinking of working part-time but am terrified due to the criminalisation of carers if they earn a few pounds over. This system forces carers into poverty and stress."

"I get £49 a fortnight income support alongside Carer's Allowance. I've never been given council tax support, so I have to pay £60 a month council tax and £40 a week rent. Some days, I can't afford to eat, and when I can, I only have one meal a day. I weigh six stone. I don't drink, smoke, or socialise—there's just nothing left."

"I care for my son, who has complex needs and requires significant night-time care. I provide over 100 hours of care a week, but the money I receive is equivalent to 76p an



hour. While I love my son and want to care for him, being forced into long-term poverty as a result of his disability feels cruel, unfair, and unjust.”

“I look after someone with muscular dystrophy, assisting with every aspect of their life—from eating to turning them in bed at night. I’ve been doing this for 18 years, putting in over 100 hours a week for pennies. I would do it for love, but a fair benefit isn’t too much to ask. We save the system billions while working ourselves to the bone.”

## **Policy Recommendations**

To address this crisis, the following actions must be taken:

1. **Introduce a Real Living Wage for Carers:** Recognise the economic value of unpaid care by establishing a minimum wage for carers that reflects the hours they work and the societal savings they generate.
2. **Strengthen Workplace Rights for Employed Carers:** Ensure all carers have access to flexible working arrangements, paid leave, and protections against discrimination in the workplace.
3. **Provide Holistic Support:** Expand access to mental health resources, respite care, and financial counselling to alleviate the physical and emotional toll of caregiving.

## **Supporting School Staff: A Call for Fair Pay and Recognition**

Teaching assistants (TAs) and school support staff play a critical role in the UK's education system, often serving as the backbone of classrooms and schools. Yet, their contributions remain undervalued and underappreciated. Despite their vital work, TAs are among the lowest-paid professionals in the UK, with salaries as low as £12,000 a year. [14] Unlike teachers, TAs and school staff are only paid during term time, leaving many struggling to make ends meet.

Over 54,000 people have signed a petition calling for a fair pay rise for school staff. [15] The petition highlights the significant challenges they face daily, from working with children who exhibit abusive behaviour to managing extensive needs that go far beyond their formal job descriptions. These professionals are not just assistants, they are educators, mentors, and caregivers who deserve pay and recognition that reflect the critical nature of their work.

## **The Case for Change**

School support staff, including TAs, face unique challenges that demand urgent attention:

- **Low Pay:** school support staff are paid wages that are far below the national average, forcing many to rely on universal credit or take second jobs to survive.
- **Pro-rata Pay System:** Unlike teachers, school support staff are only paid for term-time work, leading to inconsistent income and financial insecurity.
- **Inadequate Training and Recognition:** school support staff often take on diverse and complex roles, including managing special educational needs (SEN) and providing one-on-one support, without adequate training or acknowledgment.

## **Voices from the Classroom**

Teaching assistants and support staff have shared their experiences, illustrating the urgency of these issues: [16]

"Schools don't have enough money! The government keeps increasing national living wages without adding to the budget to support this. If this continues, schools will shut, and children will be in an even more disadvantaged position than they already are."

"Pay conditions are appalling. Teaching assistants are leaving the profession in droves to stack shelves at supermarkets where their pay is better. Schools need teaching assistants. Children need teaching assistants. The government needs to value the career more!"

"I am a TA because I have a disability and a disabled child, so I can't be in for 8am and leave later than 5pm like many teachers. What I do have is a degree in Special Educational Needs and a Masters in Social, Emotional and Mental Health. My SENCO comes to me for support with students because of my knowledge. Yet I'm still entitled to universal credit and can't get a mortgage because my wages are so low. I'm seen by the public as an extra hand in the class."

"Many TAs are doing teachers' work yet don't get paid as teachers. Many classes can't function without the support of TAs, but they need fair representation and enough money to live on, especially if their hours are cut or messed with."

## **Findings from Organise**

Our community survey data underscores the systemic issues facing school support staff:  
[17]

- 88% of the public agree that school support staff are not recognised or valued enough for their contributions to education.
- 83% of school staff identified access to flexible working arrangements from day one as critical to their roles.
- The top three issues that school staff want the new negotiating body to address are pay and wages, workloads and student-to-staff ratios, and safe and supportive working environments.

## Top Demands

School support staff have outlined clear, actionable demands to address these challenges:

1. **Increase Pay:** Ensure TAs and support staff receive salaries that reflect their skills, responsibilities, and the critical roles they play.
2. **End the Pro-rata Pay System:** Transition to year-round pay for TAs to provide financial stability and parity with teaching staff.
3. **Enhance Training and Recognition:** Offer professional development opportunities that reflect the diversity of TA roles and provide pathways for career progression.

## **The Path Forward**

Teaching assistants are not just classroom extras—they are essential to the functioning of schools and the education of children across the UK. Without their dedication, many classrooms would struggle to operate effectively. The Government must act to ensure fair pay, proper training, and recognition for these vital professionals. By addressing these issues, we can not only improve the working conditions of TAs but also strengthen the education system for future generations.

## **The Urgent Need to Increase Statutory Sick Pay**

Statutory Sick Pay (SSP) is an essential safeguard for workers, ensuring that they can prioritise their health without facing financial ruin. However, the current SSP system is failing millions of UK workers, leaving many to choose between their health and their livelihood. Over 25,852 people have signed a petition calling for an increase to SSP, highlighting the inadequacy of the current system, which provides just £116.75 per week, starting only from the fourth day of illness. [18] This amount is insufficient for basic living expenses, forcing many workers to attend work while unwell, jeopardising their own health and that of their colleagues.

## **The Current State of SSP**

Currently, employees must be sick for four consecutive days to qualify for SSP, receiving £116.75 per week for up to 28 weeks, provided they earn at least £123 per week. The

Government has announced that SSP will now be available from the first day of sickness absence for all workers, including those earning below the current threshold. **However, without a commitment to increasing the rate of SSP, these changes fail to address the fundamental issue: SSP remains too low for workers to live on.**

## **Findings from Organise**

Survey data from Organise underscores the urgent need for reform: [19]

- 97% of respondents said that they and their families could not live on £116.75 per week.
- 51% believe that SSP should be in line with their current salary, while 44% think it should align with the National Living Wage.
- 80% of respondents believe that SSP should also be available to self-employed workers.

## **Voices from Workers**

The experiences of workers highlight the devastating impact of the current SSP system on their health and financial stability: [20]

"Despite being a frontline healthcare worker, I only get statutory sick pay. This has caused regular disruption to my finances as I'm faced with sick people daily, so I regularly get ill. This has meant not being able to pay bills or even buy food at times. The

system as it stands is disgusting, and in all honesty, I would abolish statutory sick pay altogether and make it a legal requirement for all companies to pay their staff full pay when off sick from day one."

"I work agency. Initially, it was to provide more freedom and time for my caring role and longer breaks than a substantive role would allow. However, the cost of living in the past three years has meant I can't afford to take time off. I work more weeks now than I did in my permanent role. I go to work when I am sick because otherwise, I'm not paid. I live on my own with my adult son, who has autism and OCD, and I'm getting older. I hoped this time would give me more one-to-one time with him, but it hasn't worked out."

"I fell ill while working a 12-hour contract, two days a week. Although I often worked more than my contracted hours, once I became unwell, I was only entitled to SSP. This meant I didn't receive any payment for nearly two weeks. Most illnesses don't last two full weeks unless something serious is involved. SSP doesn't provide much relief if you're unwell for a shorter period. If you attempt to return to work but realise you're still too ill, SSP starts over, instead of covering the days missed due to the same illness."

## **The Economic and Social Cost of Inadequate SSP**

The current SSP system harms not only workers but also the wider economy:

- **Public Health Risks:** 87% of Organise members admitted to going into work while sick, and 84% have contracted illnesses at work. This increases the risk of spreading infections, putting colleagues and customers at risk and straining the NHS.
- **Long-Term Health Impacts:** Workers unable to take time off to recover risk worsening their illnesses, leading to long-term health issues and reduced productivity.

- **Economic Inefficiency:** Sick workers are less productive, and increased workplace illness can lead to higher absenteeism across teams, ultimately costing businesses more in the long run.

## Recommendations for Reform

To ensure SSP provides adequate protection for workers, the following changes are essential:

1. **Increase the SSP Rate:** Align SSP with either the worker's regular salary or the National Living Wage, ensuring it meets basic living standards.
2. **Extend SSP Eligibility to All Workers:** Ensure SSP is available to self-employed workers and those earning below the current earnings threshold, at a rate sufficient to meet living costs.
3. **Immediate Payment:** Guarantee SSP from the first day of illness to reduce the financial burden on workers and encourage early recovery.
4. **Legislative Enforcement:** Mandate employers to pay full salaries during sick leave for a set period, particularly in high-risk professions like healthcare and education.

## Conclusion

The current SSP system leaves millions of workers vulnerable, forcing them to choose between their health and financial survival. Without meaningful reform, the inadequacy



of SSP will continue to harm workers, businesses, and public health. The Government must seize this opportunity to create a system that reflects the realities of modern work, ensuring no worker is left behind when illness strikes. An increased and inclusive SSP is not just a matter of fairness—it is an investment in the health and resilience of the UK workforce.

## **Strengthening Protections Against Fire and Rehire Practices**

Fire and rehire tactics, where employers dismiss staff and rehire them on worse terms, have become a symbol of exploitative employment practices in the UK. Despite their damaging impact on job security, wages, and working conditions, these practices remain legal in the UK, leaving workers vulnerable to unfair treatment. Over 255,000 people have signed a petition demanding that fire and rehire be made illegal, highlighting the urgent need for robust legislation to end this exploitative practice.

### **Voices from the Petition**

The petition underscores the real-life impact of fire and rehire practices and the need for legislative change: [21]

"Companies are deliberately firing people to rehire them on worse contracts. For some reason, it's legal in this country, but it's leaving thousands of us in the lurch. Companies shouldn't be able to force staff into choosing between worse contracts and being fired. It's illegal in Spain and Ireland. It should be illegal here too."

The petition calls on the government to take decisive action:

"This petition is to urge the new Labour government to introduce a law that protects all of us from companies trying to tear up our contracts, effectively firing us and rehiring us on worse pay, with worse terms and conditions. It is illegal in Spain and Ireland. It should be illegal here too."

## **Limitations in the Employment Rights Bill**

The Employment Rights Bill includes measures to address fire and rehire, but the current provisions lack the strength to effectively deter employers. The Regulatory Policy Committee (RPC) has criticised the Government's impact assessment of the bill, calling it "not fit for purpose" and noting insufficient evidence to justify the proposed protections. [22] Without robust enforcement mechanisms, companies may continue to exploit fire and rehire practices with impunity.

## **Recommendations to Strengthen the Bill**

To provide meaningful protection against fire and rehire, the legislation must:

1. **Make Fire and Rehire Explicitly Illegal:** Follow the examples of Spain and Ireland by enacting a law that outright bans fire and rehire practices.
2. **Define Prohibited Practices Clearly:** Establish clear definitions of what constitutes fire and rehire to prevent loopholes.

3. **Implement Strong Enforcement Mechanisms:** Ensure that regulators have the authority and resources to investigate and penalize companies that engage in fire and rehire.
4. **Introduce Significant Penalties:** Impose substantial fines or other penalties that deter companies from considering fire and rehire as a viable option.

## The Right to Disconnect

The rapid rise of remote and hybrid work has transformed the way we live and work, but it has also created new challenges for workers. Without clear boundaries between work and personal life, many employees find themselves working longer hours, responding to emails late into the night, or being "on call" far beyond their contracted working hours. This constant connectivity has contributed to a growing epidemic of burnout, stress, and mental health challenges among workers.

### Why the Right to Disconnect is Critical

The absence of a legal right to disconnect leaves workers vulnerable to:

- **Burnout:** Prolonged periods of overwork without adequate time to rest and recover can lead to physical and emotional exhaustion.
- **Mental Health Strain:** The expectation to be always available increases stress levels and contributes to conditions such as anxiety and depression.

- **Erosion of Personal Life:** Many workers report struggling to maintain healthy boundaries between their professional and personal lives, affecting their relationships and overall well-being.
- **Inequality:** Workers in lower-paid or precarious roles are particularly at risk, as they may feel unable to say no to out-of-hours demands for fear of job loss or reprisal.

## **A Missed Opportunity in the Employment Rights Bill**

While the Employment Rights Bill seeks to address a range of worker protections, it fails to include provisions for the right to disconnect. This omission overlooks a growing and urgent issue that affects millions of workers in the modern, technology-driven workplace. Countries such as France, Ireland, and Portugal have already implemented legal frameworks for the right to disconnect, setting a precedent for the UK to follow.

## **Demands**

To ensure fair and sustainable working conditions, the right to disconnect must be enshrined in UK law. This includes:

1. **Legal Protections:** Introduce a statutory right to disconnect, allowing workers to refuse out-of-hours communications without fear of penalty.
2. **Defined Work Hours:** Require employers to set clear boundaries for work hours, with exceptions only for emergencies.

3. **Cultural Change:** Encourage workplaces to foster a culture that respects workers' time and promotes work-life balance through training and leadership initiatives.

## **The Case for Change**

A legal right to disconnect would not only protect workers but also benefit businesses and the wider economy. Studies have shown that employees who have time to recharge are more productive, engaged, and less likely to take sick leave. By addressing burnout and promoting mental health, the right to disconnect could help create a healthier, more sustainable workforce.

## **Conclusion:**

This report highlights the urgent need for transformative change in the UK's employment laws, addressing the intersecting challenges faced by workers across sectors. The proposed Employment Rights Bill provides a critical opportunity to tackle these issues, but it must go further to truly deliver on its promise of being the "biggest upgrade to workers' rights in a generation."

The voices and experiences of over 100,000 Organise members have shaped this submission, underscoring the realities of inadequate protections, insufficient pay, and systemic undervaluation that many workers face daily. From unpaid carers struggling to survive on £81.90 per week, to teaching assistants carrying out critical roles for wages far below the cost of living, and workers forced into fire and rehire practices, the challenges are clear—and so are the solutions.

## Key recommendations include:

- **A Real Living Wage for Carers:** Recognise the vital contributions of carers with a fair wage and stronger support systems, benefiting both individuals and the economy.
- **Fair Pay and Recognition for School Support Staff:** Increase pay, end the pro-rata system, and ensure adequate training and recognition for teaching assistants and other support staff who underpin the education system.
- **Increased Statutory Sick Pay:** Raise SSP rates, align them with wages, and extend coverage to self-employed and low-paid workers to ensure no one has to choose between their health and financial survival.
- **Ban Fire and Rehire Practices:** Strengthen legislation to make fire and rehire explicitly illegal, ensuring workers are protected from exploitative practices that strip away their rights and dignity.
- **The Right to Disconnect:** Introduce a statutory right to disconnect, empowering workers to protect their personal time, prevent burnout, and maintain a healthy work-life balance.

These changes are not just about fairness—they are investments in the UK's workforce, economy, and society. Fair pay and strong protections create healthier, more secure workers who are more productive and engaged, while reducing reliance on public services like the NHS.

To truly meet its goals of raising wages, reducing insecure work, and growing the economy, the Government must take a bold, holistic approach. This includes robust enforcement mechanisms, clear definitions of rights and protections, and a commitment to ensuring no worker is left behind. The time to act is now.

By listening to the voices of workers and implementing these recommendations, the Government can demonstrate its commitment to fairness, equity, and shared prosperity—paving the way for a more just and resilient labour market for generations to come.

## Our Methodology

This report is the result of extensive engagement with the Organise community, representing over 100,000 workers from diverse industries and backgrounds. We used a combination of quantitative surveys, qualitative testimonials, and collective petition data to ensure that our findings accurately reflect the experiences and priorities of workers across the UK. Key components of our methodology include:

### 1. Community-Led Insights:

- Surveys were distributed to members of the Organise network, capturing detailed feedback on critical issues such as statutory sick pay, carers' wages, school staff pay, and fire and rehire practices. This ensured that our recommendations are grounded in the lived realities of workers.
- Over 255,000 people signed a petition to make fire and rehire illegal, while 11,240 carers and 54,380 school staff supporters added their voices to petitions demanding fairer pay and conditions.

### 1. Testimonial Collection:

- Workers provided in-depth accounts of their experiences, highlighting systemic challenges and the urgent need for change. Their voices form the heart of this report, offering powerful insights into the human impact of inadequate employment protections.

1. Secondary Research:

- We consulted external research and policy evaluations, such as Centrica's analysis of the economic benefits of supporting carers and the Regulatory Policy Committee's critique of the Employment Rights Bill. This provided a broader context to situate our findings within national trends and best practices.

1. Collaborative Advocacy:

- This report reflects the collective action of workers advocating for change. By bringing together petitions, surveys, and member testimonials, we demonstrate the power of community-led advocacy in shaping employment policy.

## References:

[1] Organise survey: <https://the.organise.network/surveys/2288/results/public>

[2] Organise petition: <https://the.organise.network/campaigns/network-give-all-teaching-assistants-an-increase-in-wages-that-is-reflective-of-the-incredibly-hard-job-that-we-do-71618bb0439c7ea>

[3] Organise survey: <https://the.organise.network/surveys/2348/results/public>

[4] Organise survey: <https://the.organise.network/surveys/2345/results/public>

[5] Organise survey: <https://the.organise.network/surveys/1414/results/public>

[6] Organise petition: <https://the.organise.network/campaigns/teamup-make-fire-and-rehire-illegal>



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[7] Carers Worldwide: <https://carersworldwide.org/blog/unpaid-carers-in-an-ageing-population>

[8] Organise petition: <https://the.organise.network/campaigns/network-unpaid-carers-should-be-paid-a-fair-living-wage-385ece5d98f2418a>

[9] Carers UK: <https://www.carersuk.org/press-releases/carers-uk-responds-to-new-employment-rights-bill-plans>

[10] Carers UK: <https://www.carersuk.org/press-releases/carers-uk-responds-to-new-employment-rights-bill-plans>

[11] Organise survey: <https://the.organise.network/surveys/2274/results/public>

[12] Organise survey: <https://the.organise.network/surveys/1414/results/public>

[13] Organise survey: <https://the.organise.network/surveys/2345/results/public>

[14] The Guardian: <https://www.theguardian.com/education/2023/may/14/low-pay-teaching-assistants-uk-classrooms>

[15] Organise petition: <https://the.organise.network/campaigns/network-give-all-teaching-assistants-an-increase-in-wages-that-is-reflective-of-the-incredibly-hard-job-that-we-do-71618bb0439c7eaa>

[16] Organise survey: <https://the.organise.network/surveys/2351/results/public>

[17] Organise survey: <https://the.organise.network/surveys/2351/results/public>

[18] Organise petition: <https://the.organise.network/campaigns/network-department-of-work-and-pensions-we-need-safe-sick-pay-now-2974b62118baec61>

[19] Organise survey: <https://the.organise.network/surveys/2291/results/public>

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[20] Organise survey: <https://the.organise.network/surveys/2291/results/public>

[21] Organise petition: <https://the.organise.network/campaigns/teamup-make-fire-and-rehire-illegal>

[22] Regulatory Policy Committee

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1137659/RPC-BEIS-5259\\_1\\_-\\_Strikes\\_Minimum\\_Service\\_Levels\\_Bill\\_IA\\_OPINION\\_f\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1137659/RPC-BEIS-5259_1_-_Strikes_Minimum_Service_Levels_Bill_IA_OPINION_f_.pdf)

## **About Organise:**

Organise is a worker-led platform with over one million members, where people from all sectors, professions, and work situations come together to change the working lives of millions of people. Organise empowers individuals to create meaningful change in their working lives and communities through collective action, regardless of their current employment status or life stage. By giving people the tools, network, and confidence to make change happen at work, Organise is reshaping the future of work for the better.

Website: <https://about.organise.network>