

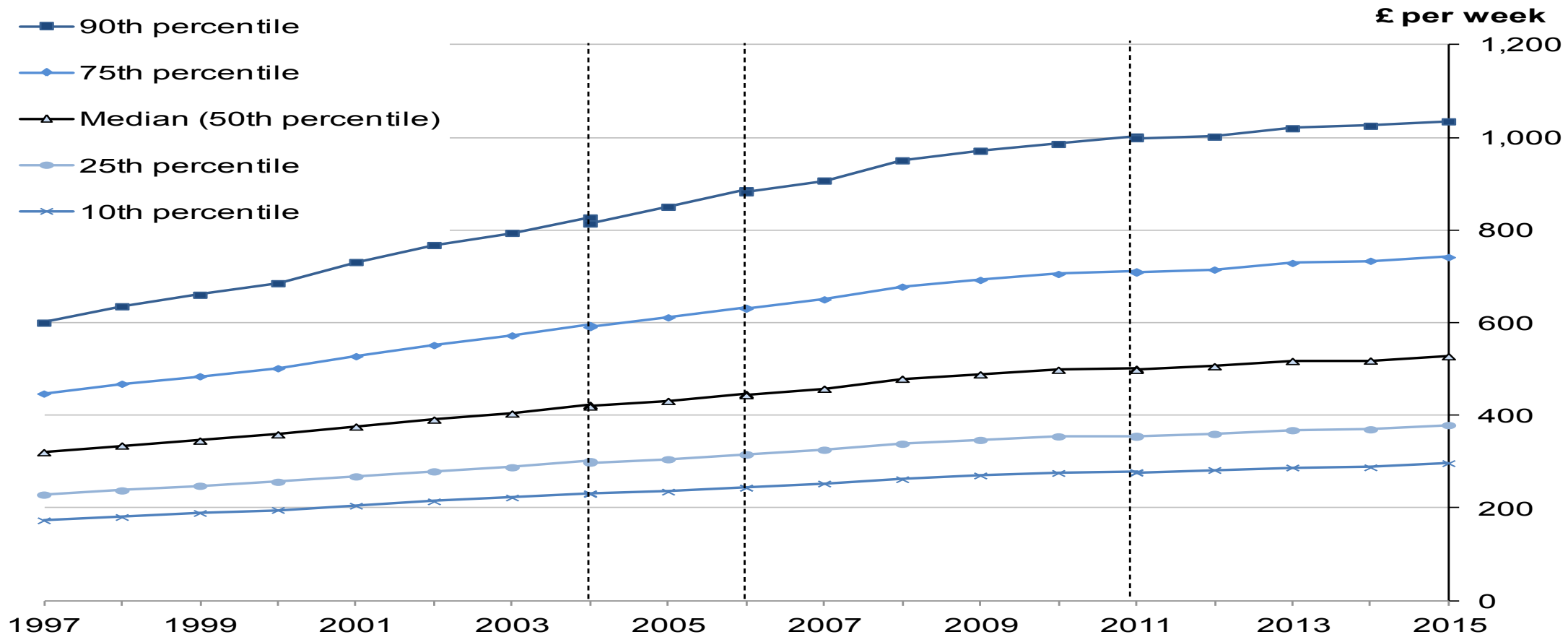


# NEWIN – UK summary

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# Distribution of full-time gross weekly earnings, UK, April 1997 to 2015



# Summary of key issues (so far)

- Only retail and teaching explored to date
  - Case studies identified in manufacturing and banking
- Social partners concerned about various aspects of wage inequality
- Other actors (campaigns, High Pay Commission, Low Pay Commission) VERY concerned about wage inequality
  - Esp. CEO pay and very low pay
- Wages not mainly regulated by collective bargaining
  - Although there is evidence of other forms of collective regulation of pay
- **GOVERNMENT POLICY** is a key part of the story
  - Unexpected in the UK

# Teaching

- School Teachers' Review Body
  - Pay review body – Commissioners take evidence from social partners and State and recommend adjustment to scales
  - But recent history of government rejecting recommendations of other PRBs and imposing pay rise caps
- Unions very concerned about:
  - Wage equality with other professions – calls close the gap esp. at lower grades
  - Effect of Academies that can move away from STRB rates
- Employers very concerned about:
  - Recruitment
  - Austerity

# Retail

- Low levels of collective bargaining coverage outside distribution
- However, **STRONGLY** affected by low wage regulation (statute)
  - Introduction of National Living Wage for over-25s
- Tesco – unionised but low rates – good relationship
  - Concern to maintain affordability – funded through reducing other premia
  - Concern to maintain differentials – general upward pressure likely
- Union concerns across sector more generally
  - Politicisation of low pay
  - Maintaining influence in new rate setting bodies