



Get a strong voice at work



Make your workplace more sustainable



Create a more equal and inclusive workplace



Secure better pay and benefits

You'll never feel alone.

prospect.org.uk/join

Just what are the benefits of joining a union?


prospect



Make your workplace healthier and safer



Improve workplace education and training

Join today, notice the difference...

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Environment

Trade unions are playing a key role in tackling the climate crisis through campaigns to make workplaces more sustainable and climate-friendly. Many union branches in Prospect have elected sustainability reps and are campaigning in their workplaces to reduce waste, save energy, promote the use of public transport, and other measures to help reduce their employer's carbon footprint and contribute to tackling the climate crisis.

Equality

Organising collectively can also help make your workplace more equal, diverse, and inclusive. Trade unions have been at the forefront of campaigning for gender and racial equality, for the rights of disabled workers, and in fighting against all forms of discrimination, including racism, sexism, and homophobia. Unionised workplaces have lower gender pay gaps and fairer pay systems, are more likely to have strong policies to tackle bullying and harassment, and are more welcoming and inclusive of women and workers from minority backgrounds.

A photograph showing several hands of different skin tones clasped together in a supportive grip, symbolizing teamwork and solidarity.

Making work better together.

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Terms and conditions

When workers collectively organise, they have greater bargaining power with their employer and can win better pay and benefits. That is why workers in unionised workplaces have, on average, 8% higher wages than in non-unionised workplaces (this is known as the 'union premium'), and for women the figure is more than 15%. Workers in unionised workplaces are also more likely to have better benefits, such as enhanced sick pay, enhanced maternity and paternity pay, increased holiday allowance, and access to better pensions.

Training

Unions have played a key role in improving the quality and availability of workplace training in the UK. Workers in unionised workplaces are more likely to be given adequate, good quality training by their employer, and UK unions helped more than 200,000 workers access basic skills training last year through initiatives like the Union Learning Fund. Unions have been actively campaigning for more funding for education and training, and for improvements to schemes like modern apprenticeships.

Health and safety

Unionised workplaces are healthier and safer. Previous studies have shown that workers in unionised workplaces have 24% fewer accidents, and are less likely to need time off due to illness. This is because unions have used the strength of their membership to campaign for healthier and safer working conditions, and for legal rights and protections for union health and safety representatives ('reps'). Successful campaigning by unions is the reason why there are limits to the working week, and why employers have to provide proper safety equipment and take action to reduce hazards in the workplace.

Collective voice

When workers organise together into unions they have much more leverage to raise problems with their employer and negotiate improvements on a whole range of issues. Recognised unions have a range of legal rights including the right to be consulted about important business changes, the right to have business information to help negotiate pay and conditions, rights for union representatives to have paid time off to undertake union duties, and the right to elect safety representatives and form safety committees. These legal rights combined with the strength that comes from collective organisation help unions campaign for better pay and working conditions for everyone.