

Post-industrial Post-High Street City 2040

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Predictions for 2040:

- More fragmentation, outsourcing and “gig economy” / self-employed jobs
- More “flexibility”, more renting, less owning
- Fewer workplaces, more remote working and worker isolation
- Fewer commercial high streets, more online retail
- More couriers & “low-skilled” service jobs
- Fewer Employers, more burden on the State to subsidise wages, housing, workplace amenities, travel, quality of life



We are
the IWGB.

We're a new and dynamic independent trade union. From our roots representing migrant workers, we've evolved to taking on the bosses of the so-called gig economy and government regulators, representing under-unionised and under-represented workforces.

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Figure 6: Greater London Authority has the highest proportion of self-employed people, followed by Swansea Bay City Region

Percentage of self-employed people by city regions, 2019

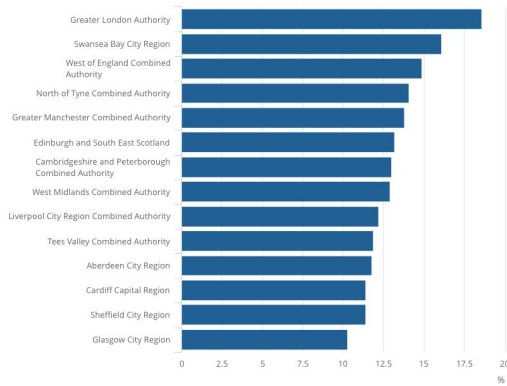
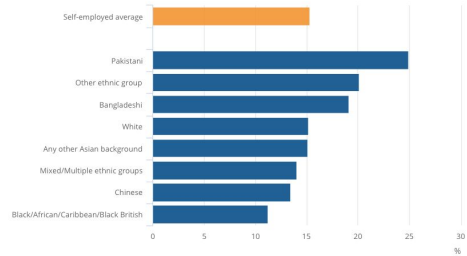


Figure 4: A higher than average proportion of Pakistani and Bangladeshi workers are self-employed

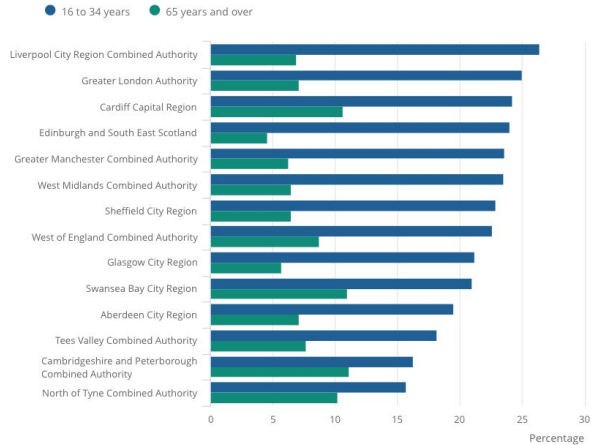
Employment status by ethnicity, UK, January to December 2019



Almost **20%** of all workers in **London** are reported as **Self-Employed**, whereas **25%** of **workers aged 16-34 years** are **Self-Employed**.

Figure 7: Liverpool City Region has the highest proportion of young (16 to 34 years age group) self-employed people, followed by Greater London Authority

Percentage of self employed people for select age groups by city regions, 2019



"Gig Economy" Jobs...

'A drama of searching empathy.' - *Time Out*

Sorry We Missed You

Written by
Paul Laverty
Directed by
Ken Loach
Produced by
Rebecca O'Brien



Burdened by
equipment debt
to fund
employment =
longer hours



At risk of
crippling
fines while
at work



Precarious
employment,
requires a lot of
unpaid travel
time between
visits

"Outsourced" Jobs...

**Inequality at work
for those who are
employed, via
outsourcing
companies**

Outsourcing creates two-tier workforces:

- 35 hours / week v 56 hours / week
- 12 months' full sick pay v 28 days statutory sick pay
- 41 days holidays v 28 days holidays
- 5.5-12.5% pension v basic pension
- Frequent use of 0-hours contracts in outsourcing

	Directly employed staff ¹	Outsourced security staff
CONTRACTS	35 hours per week.	56 hours per week average. Most / all staff are on zero-hour contracts with no guaranteed work week on week.
SICK PAY	12 months. - 6 months' full pay - 6 months' half pay.	28 weeks (approximately 6 months). Statutory Sick Pay. - £92.05 per week for 28 weeks, after 4 consecutive unpaid days of being off sick.
HOLIDAYS	41 days. - 27 days holiday - 6 University closure days (4 days at Christmas and 2 days at Easter) - 8 Bank holidays.	Total: 28 Days. Statutory minimum. <i>If required to work on Public or Bank Holidays, staff are paid double given they have no unauthorised absence the week before and after the holiday.</i>
MATERNITY PAY	52 weeks. - First 8 weeks: full pay - Next 18 weeks: half pay, plus Statutory Maternity Pay entitlement. - Next 13 weeks: SMP. 13 weeks: No pay.	39 weeks: Statutory Maternity Pay (SMP). - First 6 weeks: 90% of your average weekly earnings. - Next 33 weeks: £148.68 or 90% of average weekly earnings (whichever is lower).
PATERNITY PAY	2 weeks. Full Pay.	2 weeks: Statutory Paternity Pay (SPP). - Flat rate of £145.18 per week or 90% of average weekly earnings (whichever is less).
SALARY	All staff are on a nationally agreed and negotiated pay spine, with job description assessments to determine their Grade and pay. All staff receive an annual pay rise, up to a maximum for their Grade.	All staff receive, on an hourly basis, the London Living Wage. This is adjusted each year by the Living Wage Foundation.
PENSION	Local Government Pension Scheme (LGPS) with salary-linked employee contributions (i.e. between 5.5% and 12.5%) and all costs of Pension Fund scheme covered by employer.	Company Pension Scheme. 1% employer contribution, 1% employee contribution.
OVERTIME	Hour by hour Time in Lieu, without enhancements. Some staff get overtime paid agreed with their Line Managers.	No overtime pay on zero-hour contracts.
CONTROL AT WORK	No GPS tracking. Full access rights to all University facilities including car park and canteens.	CIS security are GPS tracked using a device they use to touch locations around campus, tracking their every movement and time-managing them at work.
MANAGEMENT PROCEDURES	No clocking-in policy. Controlling management practices vary across the University.	Controlling and invasive management. CIS use "fact-finding" investigations when staff are off sick, and have provisions in staff contracts to withhold sick pay if management are not satisfied staff are not meeting sick pay requirements or management qualify sickness as 'self-inflicted'. Surveillance of staff at protests, via CCTV and with actual spies, infringing on staff's right to protest and freedom of expression.

What can the State (Planners) do?

- Get creative with existing powers
- Negotiate hard & demand more
- Alleviate the hardship

Utilise: enforcement, licensing, contracting & planning powers

Buy Cheap Land (to create spaces for workers)

- Market likely to crash: build up land reserves
- Owning small parcels in the city centre can provide areas for isolated workers to rest, eat, get dry

Actively prioritise a modal shift (to combat the climate crisis)

- Learning to cycle needs to be an *opt-out* rather than *opt-in* system
- Prioritising *cycling instruction* as well as cycle lane building

Utilise Permitted Development Rights (to alleviate homelessness)

- Commercial office space will become available, which can be used as shelters/homes
- Councils need to take drastic action to reduce waiting lists

In-house Council services & demand more from SubContractors (to benefit workforce)

- Council budgets should be used to support good jobs - this helps economic recovery
- Lots of discretion already on drafting contracts & tendering
- Save 20% on VAT if in-housing

Ethically license & creatively zone (to benefit workforce & the environment)

- Only license ethical business to trade - must meet local standards
- Increase "low emission zones", eg: low noise pollution zones to incentivise modal shift

CREATE AN ETHICAL SUPPLY CHAIN



*Wherever possible, end outsourcing
and bring services in-house.*

*When in-housing isn't possible, make
sure your chosen SubContractor's
treatment of their staff is protected
in your contract with them...*

Make in-depth checks that SubContractors provide:



The Independent Living Wage -

make sure they're an accredited Employer



Full Direct Employment (not self-employed) -

make sure you see a 'Contract of Employment'



Good Contractual Terms & Conditions -

make sure the basics are above statutory minimums



Access to quality procedures -

Make sure they follow ACAS guidance for Grievance
& Disciplinary processes



Access to Trade Unions of their choice -

If a Union is recognised, ask to speak to a rep

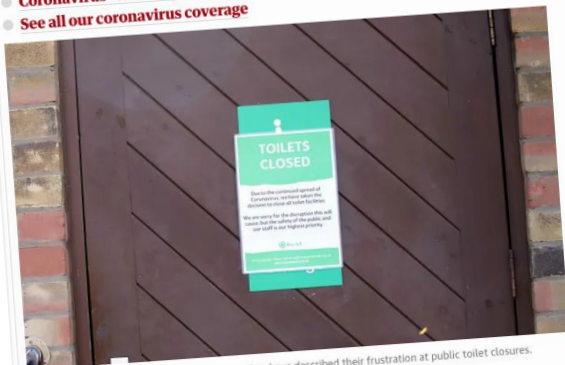


Public Services (Social Value) Act 2012

The Public Services Social Value
Act 2012 gives Local Authorities a
lot of discretion for implementation
- make the most of it!

Guardian investigation and survey also finds situation is causing significant health risk

- Coronavirus - latest updates
- See all our coronavirus coverage



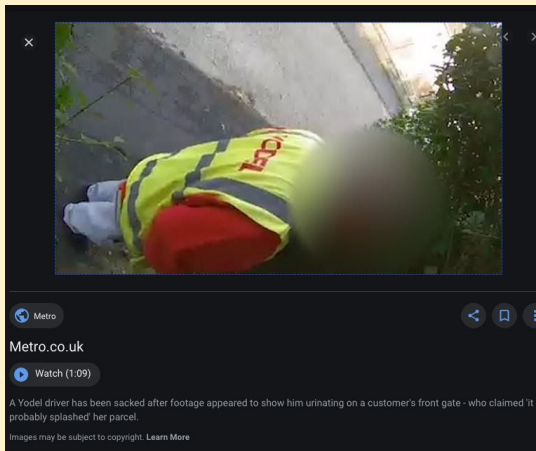
▲ It could be a long hot stinking summer: readers have described their frustration at public toilet closures. Photograph: Paul Marriott/Alamy Stock; Photo

The ongoing closure of many public toilets across the UK is having a serious impact on wellbeing, limiting people's capacity to exercise freely or visit loved ones, and creating a significant secondary public health risk as people have no option but to relieve themselves in the open, a [Guardian callout](#) and investigation has found.

With reports of bushes in city parks stinking of urine, and human excrement in sand dunes, readers across Britain have described their anxiety, distress and frustration as public toilet closures - coupled with the absence of alternatives in bars, restaurants and public buildings - curtails their daily movements.

This is especially the case for women, who are taking extreme measures such as deliberately dehydrating themselves or find they are confined to home during their period. A pregnant woman from London told how she developed a urinary tract infection after being unable to find a toilet on a trip

ENFORCE
ACCESS
TO
PUBLIC
TOILETS



Women and disabled people especially impacted



Public parks & alleyways become de facto WCs



Couriers are frequently unlawfully denied access to commercial WCs



Taxi & private hire drivers often urinate in bottles while at work

PROVIDE QUALITY PUBLIC SPACES



Lots of workers will be remote, won't have workplaces, and the burden on existing public spaces will increase.

Public space could include a variety of different amenities that low-paid, mobile, isolated, outdoor workers require...

Outdoors workers need facilities including:



Access to toilets



Access to drying rooms



Access to secure storage



Access to rest areas



Access to charging points

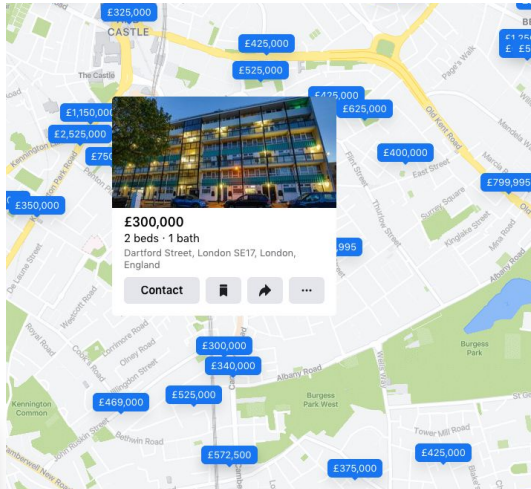


Access to workshop space



Access to free parking / loading bays

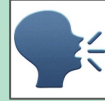
PROVIDE HOUSING



Even "affordable housing" is not actually affordable for workers who earn below £33k.

Local Authorities need to do more...

When selling public land, negotiate hard:



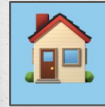
If selling freeholds for development -

Make sure 35% of units are actually affordable (shared ownership is often not affordable)



Deconstruct viability analyses -

Profit may take longer to achieve



Buy up land and develop it -

Even small parcels can help alleviate the problem



Make use of Permitted Development Rights -

Isolated workers and homeless people need homes and street level amenities