From:
Sent: 13 May 2018 11:25
To: Increasing Transparency
Subject: 'Increasing transparency in the labour market' consultation response

My responses to some elements of the consultation:

Question 41 - How might the ICE regulations be improved?

- Introduce a worker right to request information relating to the future direction of the company, with measures to ensure a transition to worker ownership is an option explored as a matter of course
- Linked to this, introduce a 'right to request' worker ownership that should draw on the relevant proposals and recommendations in the 2012 'Nuttall Review of Employee Ownership'

Question 46 - How might government build on the expertise of stakeholders such as Investors in People, Acas and Trade Unions to ensure employees and workers engage with information about their work?

- The most powerful way to encourage workers to engage with information about their work is to allow them an ownership stake where they work
- Government should broaden its thinking and its stakeholder engagement to draw on expertise about, and lived experience of, worker ownership in all its forms
- BEIS should engage with the Worker Co-operative Council

Question 48 - Are there other ways that the government can support businesses on employee/worker engagement?

The most powerful and seamless way to boost meaningful worker engagement is to foster broader worker ownership in the UK economy. BEIS should develop a plan of action to promote and support worker ownership in the UK economy, which should include:

- Funding a programme that promotes and supports worker buyouts as part of planned business succession, as the Scottish Government already does to great effect
- Developing proposals for how the UK Shared Prosperity Fund can be used to support an expansion of worker ownership
- Reviewing the performance of the current employee shareholding tax schemes against good work and inclusive economy criteria
- Considering changes to worker buyout tax incentive eligibility criteria, so that these promote enhanced worker voice as well as more worker ownership
- Considering a statutory worker 'right to bid', expanding on the Nuttall Review's 'right to request' and drawing on the Community Right to Bid under the Localism Act

Faithfully,

Co-director
Zebra Collective (worker cooperative)

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