



**Union  
Workers'  
Union**

# **State of the Sector Survey 2025**

## **Final Report**

January 2026

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## Foreword

Trade unions exist to protect workers, challenge injustice, and model the values we demand of employers. When we fall short of those standards, it matters, not only for the staff affected, but for the credibility and future of the movement.

This report presents findings from the Union Workers' Union's first survey of employment conditions in the trade union sector. The results are stark. They show a workforce deeply committed to its work and proud to support members, yet too often operating within cultures marked by excessive workload, poor health and safety practice, weak leadership accountability, and unacceptably high levels of bullying, discrimination and harassment, particularly for workers from marginalised groups.

These findings should give every trade union pause. They point not to isolated failures, but to systemic problems in how too many trade unions function as employers. In a movement that rightly challenges unsafe workloads and toxic cultures elsewhere, we must confront the same issues within our own organisations.

Developed with UWU members, this survey captures quantitative data and lived experience from across the sector. While there are examples of good practice, supportive managers, flexible working, meaningful attempts at reform. However, these examples sit alongside widespread evidence of harm that cannot be ignored.

The message from respondents is not cynicism or disengagement, but love for the movement and a desire to see it live up to its principles.

UWU exists because union workers deserve the same rights, protections and dignity that unions fight for every day. This report is a baseline, not an endpoint. We will repeat the survey, build longitudinal evidence, and organise with our members to secure real improvements across the sector.

If the trade union movement is to remain a credible force for social justice, it must be willing to look honestly at itself, and to act. I hope this report is read in that spirit.

**Chris Musgrave, General Secretary**

# Executive Summary

We conducted the first ever survey of our members in 2025. The results demonstrated a passion and commitment to the trade union movement held by union workers, but contrasted with poor treatment, lack of support, contravention of health and safety standards, and bullying and discrimination by union employers.

The survey showed there is a breakdown in trust between trade unions and the staff that keep them running, with harmful organisational cultures found across the sector. 59% of respondents to our survey on the state of employment in the trade union sector said their employer had a negative organisational culture, and 65% said they were failing to practice what they preached to other employers

Responses highlight a lack of strong leadership in terms of fostering good environments and organisational culture. 62% told us they told us they do not feel that management communications demonstrate trust and respect towards staff in their workplace. Over half (55%) also said they did not feel respected and valued by senior managers.

*"Creating a good organisational culture comes from the top, the leadership. They should set the tone and the approach and others will follow. When the people leading the union don't even seem to think this is their responsibility then there is no chance of creating a good place to work."*

While some employers have good policies in place to support employee health, safety and wellbeing, respondents made it clear that having policies alone is not enough: less than one fifth of respondents (17%) felt confident their employer would comply with its own policies and procedures, and well over a third strongly disagreed that they would.

Trade unions routinely disregard the emotional and physical health, safety and wellbeing of their employees. 62% of respondents disagreed or strongly disagreed that their employer valued the emotional and physical health and wellbeing of all staff. Where staff *did* feel they were well-supported, this depended on having a good line manager, or enforcing their own individual boundaries, rather than systemic measures by the employer to combat stress, high workload and other risk factors.

Excessive workload and workplace stress are major concerns for trade union staff, and ones their employers are failing to address. 63% of staff had raised concerns with their employer about their workload, but 30% of those individuals felt their concern had not

been addressed. Over half of respondents (55%) said they did not feel that their employer was taking its legal responsibilities to reduce exposure to stress in the workplace seriously. Some workers also told us that individual stress risk assessments were routinely ignored by their employers, in breach of health and safety legislation. Trade union employers are failing to meet standards set out by the Health and Safety Executive (HSE), despite fighting for other sectors to uphold these.

Poor organisational cultures in trade unions foster discrimination, harassment and bullying, which is more often experienced by marginalised groups in the workplace. Over half of all respondents (53%) had witnessed discrimination happening in their workplace. 57% of respondents overall had experienced bullying themselves, rising to 62% of women and non-binary staff, 67% of disabled staff and 82% of Black staff. Respondents highlighted problems with “lad culture” and described a toxic environment in which an “in-group” is able to flourish, while others are excluded and further marginalised.

There are pockets of good practice, including supportive managers, meaningful organisational reviews, responsive leadership and compassionate approaches to work-life balance. Most people told us they enjoyed their job (64%) and took real pride in their work (79%). Trade union staff told us they want to do the best for their members, and go above and beyond to do so. However, these examples must be seen in the context of overall negative organisational cultures, lack of adherence to key policies and lack of support shown in survey responses. Staff are committed to the trade union movement *in spite* of their employers, not because of them. This raises serious issues for the health, legitimacy and sustainability of the movement as a whole.

*“Love the work, hate the environment and culture.”*

This is why the Union Workers’ Union is needed. We will continue to fight for a better sector, and a better trade union movement, for our members and all those who rely on trade unions to fight for a better society.

# Introduction

The Union Workers' Union (UWU) is a specialist union for workers of trade unions, professional associations and others linked to the labour movement in the United Kingdom. It is an independent and member-led trade union that organises, campaigns, and bargains alongside its members.

The survey came about through discussions with members for the need to capture the quantitative and qualitative experiences of members. It was developed by UWU Executive members and piloted with a group of members. This survey will be developed and repeated to provide longitudinal data on the state of the sector.

This survey was conducted in August 2025. It was sent to all UWU members and promoted via social media. The survey asked respondents questions about:

- Job satisfaction
- Organisational culture
- Stress
- Workload
- Work-life balance
- Health and support.

145 people responded to the survey overall, 107 of whom were members. Respondents came from 30 different trade union employers, and six non-trade union employers including freelance individuals. Non-members have been included in the analysis to capture as broad a range of experience as possible.

We asked respondents questions about their demographics and type of employment in order to assess responses within and across different groups. Tables in Appendix 1 show a selection of demographic data, for categories which are referred to in this report. These have been aggregated where numbers are low and where this risks identification.

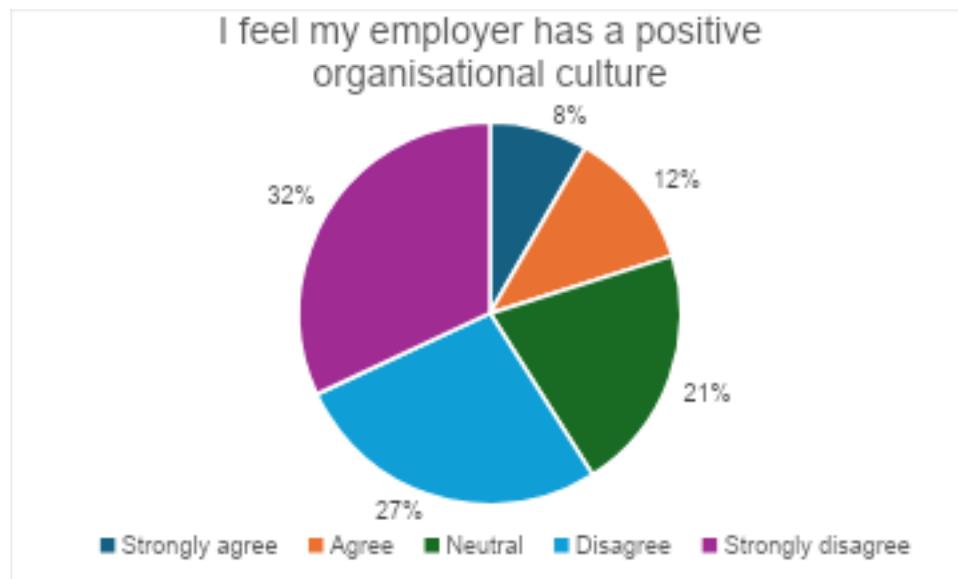
UWU and this report use 'Black' as a political term to include all people of colour and the global majority. UWU and this report use 'LGBT+' as a political term to include all current and evolving descriptions of diverse sexual orientations and gender identities such as queer, questioning, intersex, asexual, and more.

This report covers key themes around organisational culture, internal policies and procedures, health, safety and wellbeing, and discrimination, bullying and harassment.

## Organisational culture

We asked respondents to think about overall organisational culture, happiness and pride in their work, and support and respect from managers and colleagues. While there were pockets of positive practice and a strong sense of commitment to their work, generally trade union staff painted a troubling picture of toxic and dysfunctional workplaces.

59% of respondents disagreed or strongly disagreed that their employer had a positive organisational culture. Only one fifth felt they did.



This is a strong indication of a problem within the trade union movement: that, as a group of employers, they are failing to uphold the standards they advocate for. Indeed, 65% of respondents told us they feel their employer does not practice internally what it preaches externally. However, staff did not feel empowered to challenge poor practice: less than a quarter of respondents said they felt they would be protected from detriment if they challenged the way work was carried out.

*"Union HR have no idea what they're doing. They don't seem to want to learn and don't even try to practice what the union preaches. It's pretty depressing and undermines the moral arguments that the union makes for members in negotiations and press releases."*

*"It's appalling that my trade union employer behaves worse than any employer we work with. Morale is rock bottom."*



One means by which employers can foster a positive environment is through internal and external communications that are respectful towards staff and in a spirit of collaboration. However, 62% of respondents told us they do not feel that management communications demonstrate trust and respect towards staff in their workplace. Over half (55%) also said they did not feel respected and valued by senior managers. A third said they did not get recognition for the work that they do, while the percentage of those that do feel recognised remained below half of total respondents (44%). Comments highlighted a lack of strong leadership in terms of fostering good working environments and organisational culture.

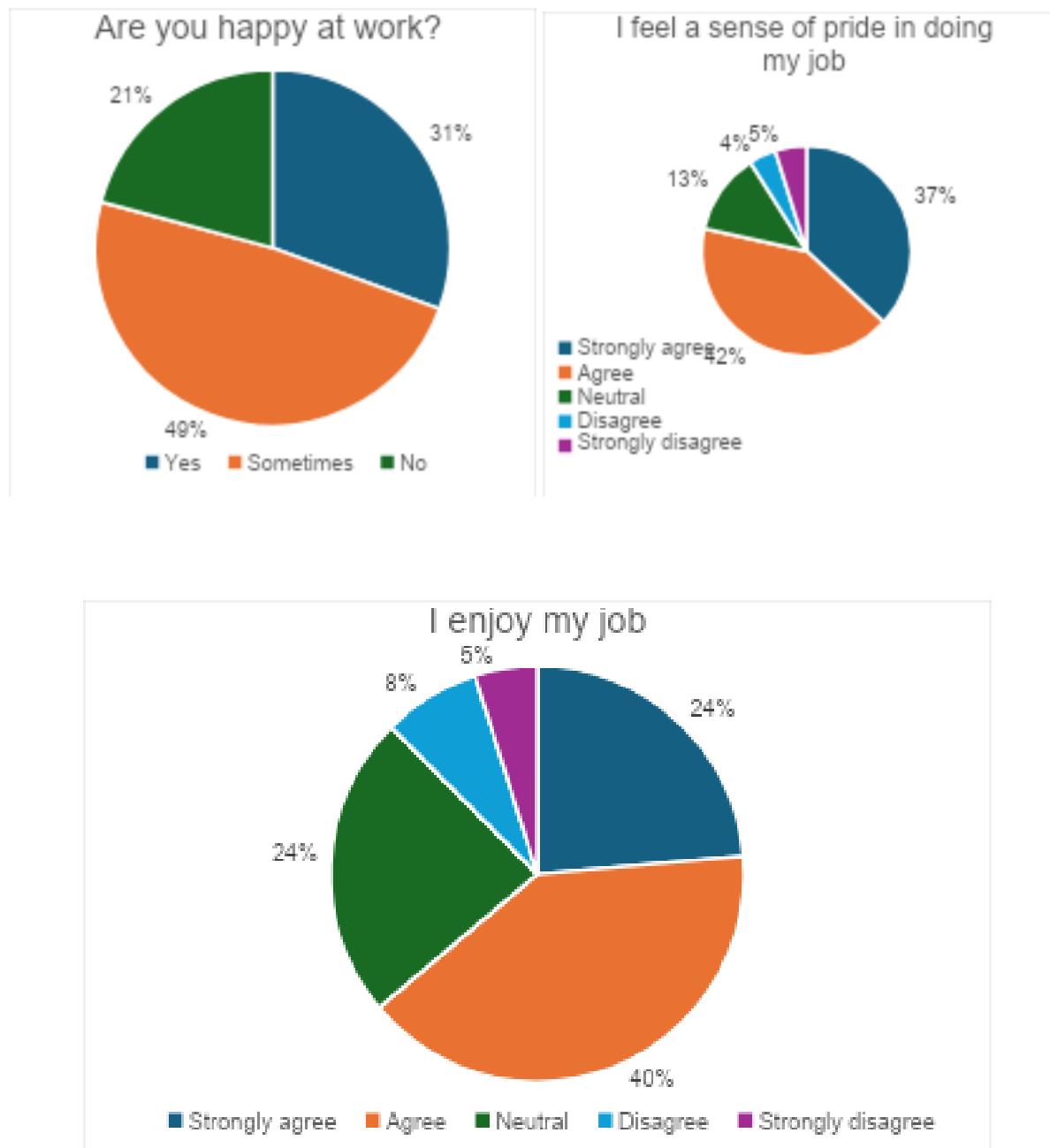
*“Creating a good organisational culture comes from the top, the leadership. They should set the tone and the approach and others will follow. When the people leading the union don’t even seem to think this is their responsibility then there is no chance of creating a good place to work.”*

Despite clear problems with organisational culture, most respondents told us they enjoyed their job (64%) and took real pride in their work (79%). More people said they were happy at work than said they were not (79% compared to 21%), although most told us they were only sometimes happy (49%). Almost half (47%) told us they could depend on their colleagues and/or manager for support when workload was high, although over a third (37%) said they could not.

While there are some points of concern, these are positive indicators reflecting the dedication and passion of trade union workers. Comments on the survey support this: trade union staff want to do the best for their members and go above and beyond to do so.

These positive results should be celebrated but also seen in the context of poor organisational culture and lack of support: respondents are finding joy and pride in their work despite their employers, not because of them.

*"Love the work, hate the environment and culture."*



It is important to note that women and non-binary people were more likely to say they were not happy at work. Comments from respondents repeatedly highlight misogynistic cultures within employers, and cultures that further marginalise people not considered part of the 'in' group, which may well contribute to these lower levels of happiness. These kinds of cultures can foster environments where discrimination, harm and violence can occur, emphasising the need for the adoption and application of standards such as [UWU's toolkit for eliminating sexual violence in the UK trade union movement](#).

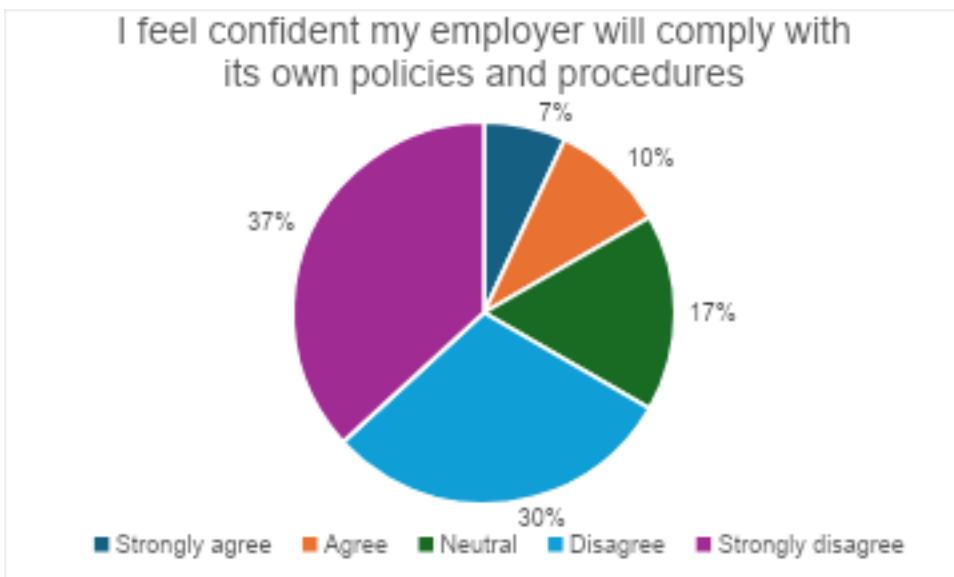
Respondents also highlighted real problems with their job roles. Over 100 respondents (72%) said they felt job progression did not exist for them. Over 100 of the 145 total respondents also said they had considered leaving their workplace over the past two years. This ties into issues with organisational culture mentioned earlier and paints a bleak picture of trade unions as employers.

## Policies and procedures

Most respondents told us their employer had a flexible and home working policy . However, this was the only policy we asked about where the majority of respondents reported it was in place. Conversely, most respondents told us they did not think their employers had a gender identity policy or a disability passport policy.

It should be noted that in some cases different respondents from the same employer gave different answers to questions about the existence of policies, which might also indicate greater or lesser awareness of policies setting out their workplace rights. This lack of awareness was also reflected in responses on organisational stress risk assessments, where 28% of respondents did not know if one had taken place, and pay gap reporting. 36% were unsure whether their employer reported on their gender pay gap, and 41% were unsure if they reported on a race pay gap. At best, these results suggest a lack of effective internal communication and/or training for staff to know their own rights and support the staff they manage. Every employer should have agreed policies and risk assessments in place to support workers to feel safe and supported in their workplace. It is disappointing that positive examples are few and far between, especially as trade union employers. The lack of awareness of policies also puts staff at risk if they don't know how to work safely or are not aware of how to access support to do so. Greater awareness of policies, reporting and legal compliance is something that all employers should be striving to improve.

Some respondents reported that policies and reporting procedures were in place or are being negotiated. While the vast majority of respondents told us their employer did not have a four-day working week policy, nine people from six trade union employers told us they did have a four-day week policy in place, respondents from four employers told us it was being negotiated. Respondents indicated that 15 employers either had or were negotiating gender identity policies, and 12 had or were negotiating disability passport policies. These are potentially positive examples that other trade unions could learn from in terms of negotiating high quality and appropriate workplace policies.



Policies alone are not enough: responses indicate that while employers might have policies in place, their practice and organisational culture, as described above, are still highly concerning. Less than one fifth of respondents (17%) felt confident their employer would comply with its own policies and procedures, and well over a third strongly disagreed that they would.

*"Policy is there but environment we work in massive stress factor."*

# Health, safety and wellbeing

Respondents told us about different facets of health and safety, including health in the workplace, workload levels, workplace stress, and work-life balance. We also asked about places of work and policies around flexible working, as these could have a significant impact on wellbeing and work-life balance.

## Health

62% of respondents disagreed or strongly disagreed that their employer valued the emotional and physical health and wellbeing of all staff. This is indicative of a sector that, broadly, operates with a lack of care for those who sustain the movement. Comments indicate that a positive experience is variable, dependent on having a 'good' manager, and that managers are offered little to no training on supporting people – although when it works, it makes all the difference to employees' experience.

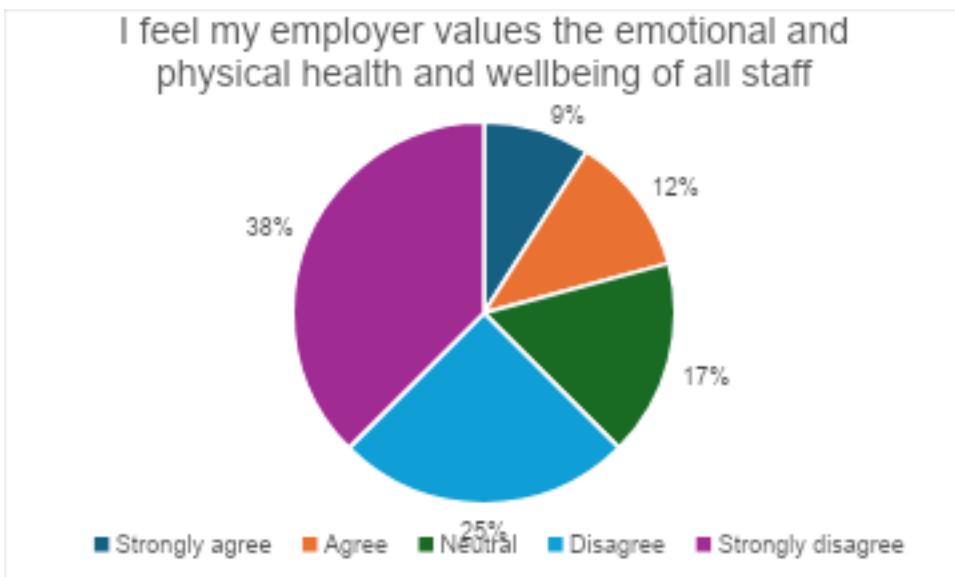
*"When I have tried to raise side effects of my conditions, my boss shuts down, dismissing me."*

*"It is down to how empathetic your line manager is. As there are no real policies, if a manager is good they will look after you if you become ill or feel that work is making you ill, if they aren't, they will try to manage you out. Managers rarely receive any training."*

*"I have multiple health issues, which my employer is aware of. Sometimes these are taken into consideration, other times they aren't and I have to fight to be treated correctly."*

*"I can talk to my manager about stress and get a lot of support but it's not standard across the org."*

*"I've worked for a number of different unions & would say [this one] is the best one for organisational culture & individual support. I have a number of disability-related needs & these have not been any kind of an issue and the practicalities have been well managed. They have made it all really easy and straightforward and this has enabled me to feel okay in talking about my needs. This feels very different to almost all of the places where I've been employed previously!"*



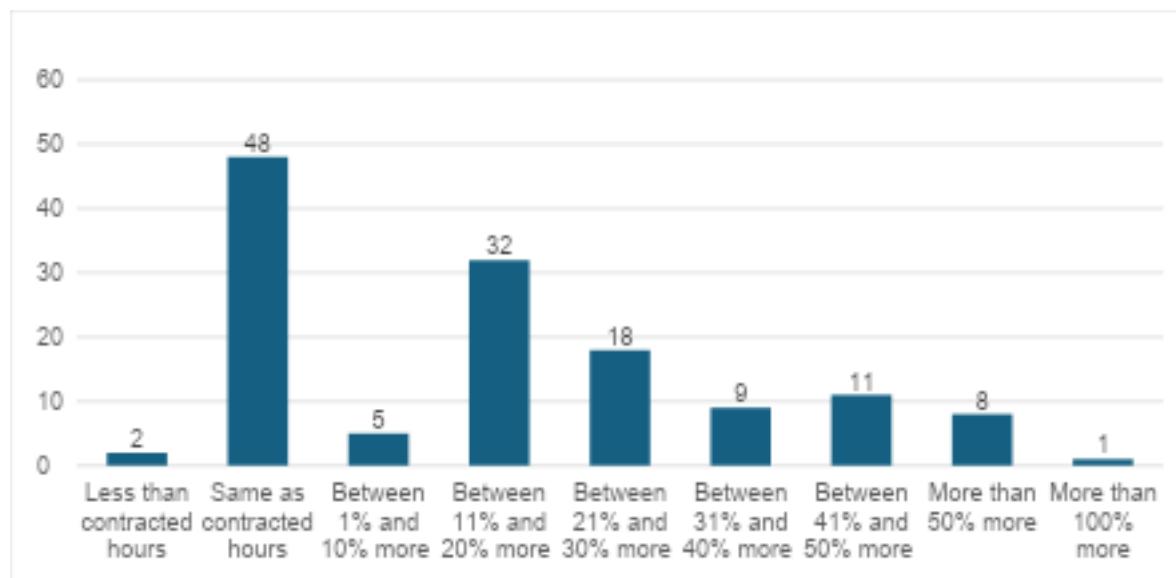
Just under half of respondents (47%) said they would feel uncomfortable to some degree disclosing work-related health conditions to their employer. If staff don't feel comfortable sharing health conditions or disability-related impairments, then there is little chance they will get the support they need to function in a disabling work environment. This is why it is so important for workplace culture to encourage and support sharing health or disability information, something these results indicate the trade union movement is failing to do. It is also crucial for reasonable adjustments to be applied appropriately, and for staff to be enabled to access appropriate adjustments or support when they need it.

*"I have an occupational health report that states my employer may need to accommodate time off when I am particularly overwhelmed and need a reset. It's impossible to take time off to allow my brain to reset because there aren't enough staff to cover my work and I would just come back to the same problems that were now even more urgent than they were before!"*

Respondents also highlight problems with returning to work after absences for health reasons, with little contact during absences and a failure to set or adhere to return to work plans, stress risk assessments and other mechanisms for supporting wellbeing. In a small number of cases employees were encouraged to leave or threatened with disciplinary action after periods of work-related ill health, rather than supported to stay.

## Workload

Trade union workers had wide ranging actual working hours compared to their contracted hours. While over a third of 134 total respondents said they worked the same as their contracted hours within a week, 63% said they worked some more hours than contracted, most commonly between 11% and 20% more. In a small number of cases, workers told us they had *too little* work, principally due to breakdowns in relationships with their employers and feeling "frozen out" of work.



Some staff described having supportive managers, exercising choice over working hours, or having developed strategies and boundaries for ensuring they did not routinely work beyond their hours. These kinds of strong boundaries, especially when enforced collectively, can be an important strategy for resistance at times when workload is systemically excessive.

However, individuals should not have to repeatedly manage and challenge high and increasing workloads when employers try to apply them: employers must deal supportively and realistically with workload demands. Instead, comments from a number of respondents suggest employers continue to add extra workload even after concerns are raised, that employers had repeatedly failed to fill vacancies or increase capacity where needed, and in a minority of cases excessive workload was seen to be vindictively applied. 63% of staff had raised concerns with their employer about their workload, but 30% of those individuals felt their concern had not been addressed. A small but significant number of people did not feel confident in raising a concern about workload in the first place (14%).

*"I am confident in managing my hours and workload but the issue remains that despite raising concerns around my ability to turn work round efficiently I am still asked to more or other things at short notice. I recognise this is part and parcel of the job but there's no slack."*

*"I used to work in excess of 40 hours per week but I've had to put my own boundaries in place to protect me from toxic work culture and do no more than I'm contracted to do. Stress risk assessment after stress risk assessment just gets ignored."*

Common themes around causes of workload spikes and related issues included a culture within teams of taking everything on rather than prioritising with resources available; an expectation that individuals should work more than contracted because they are committed to the movement; repeated new or reimagined priorities dictated by union leadership; refusal to recruit more staff including as replacements when existing staff leave; lack of or insufficient 'time off in lieu' (TOIL) or overtime policy; and contracts that only specify minimum hours, with an expectation of working beyond, or no set hours at all.

As mentioned earlier in this report, trade union workers are dedicated to supporting their members and proud of their work within the movement. However, employers cannot be allowed to exploit this dedication, to the detriment of the health, safety and wellbeing of staff. Not only does this kind of culture undermine fights against systemically high workloads in other sectors, it also risks the future sustainability of the movement itself, when skilled staff are burnt out and forced to leave.

*"It is taken for granted that you do the work and little thought given to increasing workload with novel new initiatives."*

*"My workload varies from difficult to impossible. Even when I post the 'full up' sign they still try to give me more."*

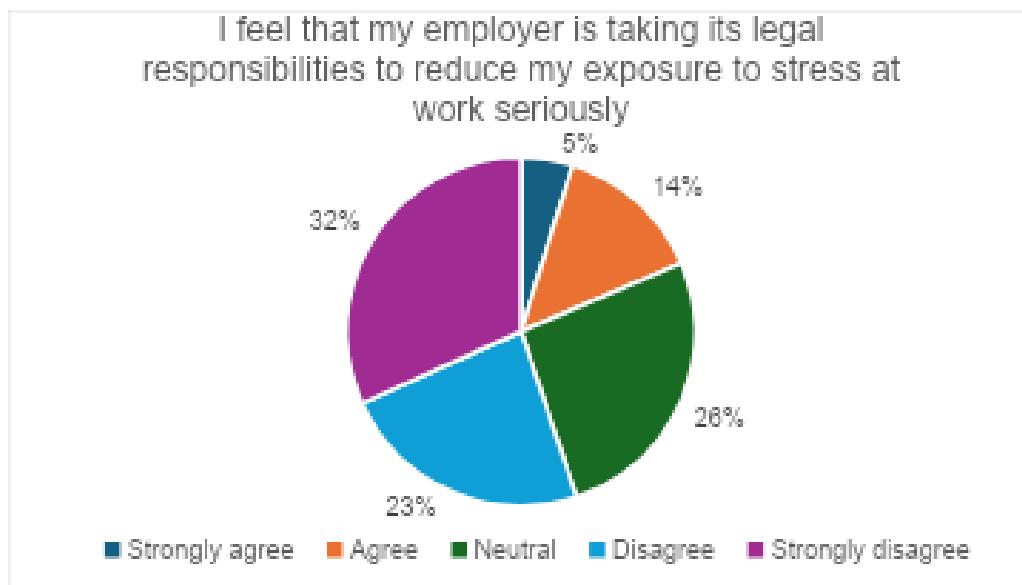
*"Seldom totally switch off due to round the clock availability to fit needs of the work."*

*"A new TOIL policy has been produced and it does not allow for evening work or take into account any additional TOIL for working at weekends, Bank Holidays or travel, despite this being part of my role."*

Workload is a major campaign for trade unions across different sectors. As a movement, we call out employers who expect staff to "just cope better", rather than managing workload through appropriate staffing and support. Workload is a health and safety issue. We train our members to approach workload as a health and safety issue, and the [Health and Safety Executive has clear principles for assessing and managing workload](#). Trade unions must also apply these as employers themselves.

## Workplace stress

One result of high workload is stress. Stress and excessive workload are known to have negative impacts on both physical and emotional health and is an [area of increasingly active trade union work](#). However, union workers told us that 57% had experienced work-related stress in the last 90 days, and one fifth told us they had been off work due to stress during the same period. 85% said they experienced one or more symptoms of stress on an average work day, and 90% said they had one or more negative feelings about work on an average work day. Over 60% told us they did not trust their employer to reduce their work-related stress.



Over half of respondents (55%) said they did not feel that their employer was taking its legal responsibilities to reduce exposure to stress in the workplace seriously, and over half (53%) also told us their employer had not undertaken an organisational stress risk assessment.

*"There needs to be genuine follow through on commitments to understand and mitigate stressors. There's a widespread feeling of tick box when it comes to mental health training or other dialogue."*

*"Stress is a big issue there is direct correlation to workload and bullying and harassment within the workplace. Support is lacking and issues are not addressed but swept under the carpet."*

Of the 27 respondents from 13 trade union employers who *had* undertaken such an exercise, 35% felt it was not useful (although opinions within single employers were mixed). 64% told us they did not feel that their employer monitored workplace stress and took action to address the causes. Some workers also told us that individual stress risk assessments were routinely ignored by their employers, in breach of health and safety legislation.

*"Results [of the organisational stress risk assessment] were shared. Actions were weak and not followed through."*

*"The stress risk assessment tool is meaningless. The onus is on us to complete the survey and return to our HR team who may, or may not respond to it."*

*"I have a comprehensive stress risk assessment which is ignored. I feel I am being set up to fail."*

*"I am back from my first period of WRS absence. It's been over a month since I had a stress risk assessment and a meeting about the results and I'm yet to get the minutes/report back from HR. I keep writing flagging stressors and my emails are barely answered, I have to chase unanswered emails."*

There were pockets of positive practice. As with issues around policies, health and workload mentioned above, this generally depended on having supportive managers. There remained concerns, even where positive practice was evident, about meaningful implementation.

*"I feel like a degree of stress is to be expected doing my job and that was part of the conversation from application onwards. My branch does what it can to minimise this and distribute workload, and is hiring to address this currently"*

*"A staff wellbeing survey has recently been carried out and actions are being taken as a result of this e.g. better communication, a training programme is due to be implemented etc and there are Mental Health First Aiders, however systemic issues of workload and reduced staffing/staff not being replaced when they leave are not being addressed."*

*"My immediate manager checks in with me and is very supportive and mindful of reducing my exposure to stress."*

Different kinds of jobs have different work patterns, stressors and support needs, and this is reflected in comments. Respondents noted in particular that some roles involved significant travel and time out of the office, negating any in-office requirement, and that workload could vary between weeks and months depending on activity. Comments also underlined how situations at branch office level might differ from national office level, when some staff supporting branches and members directly might be expected to be on the road and working out-of-hours more than national colleagues. Those doing frontline case work with their own members might face a high degree of emotional toil, and thus have additional support needs that employers must take into account.

*"I don't think that the fact that we work with other people's problems all the time is recognised."*

*"Union casework is sometimes at the sharpest end of human emotions, members are scared, angry, cross, vulnerable, sometimes suicidal and often only have their union rep that they can speak to and trust. That puts enormous pressure and strain on the rep especially psychologically. Casework should be regarded as the sort of work that requires professional supervision from someone qualified to give it. Caseworkers should be monitored for stress levels frequently. It is overlooked more often than not."*

## Work life balance

Generally, respondents told us they did have a good work-life balance at least some of the time, although a quarter said they did not at all. Positive factors highlighted by staff included responsive remote working policies, autonomy and flexibility around working hours, and individual enforcement of boundaries (although, as noted, individual boundaries should be in addition to and enabled by the employer managing workload). Conversely, when these are not in place, staff say they suffer, with increased stress, compounded health problems and reduced ability to make commitments in life outside of work.

*"I'm in a team where both manager and colleagues support work-life balance but I see other teams where my colleagues are afforded very little."*

*"The flexibility of working from home enables some form of work-life balance as less time commuting and can attend child's school events or care for elderly parent around work much more easily. The recent instruction to return to office based work will significantly impact my work life balance."*

A move to return to offices after changes of practice initiated by the COVID-19 pandemic is a key source of conflict in this area. A number of respondents told us they felt their employer did not trust them to work from home, despite doing so successfully for many years. While some individuals were able to negotiate working from home, either as a reasonable adjustment or because their employer was happy for them to do so, others had been unable to do so or worried they would be forced to return to working from an office in the near future. In some cases, different standards were applied to senior managers compared to other workers.

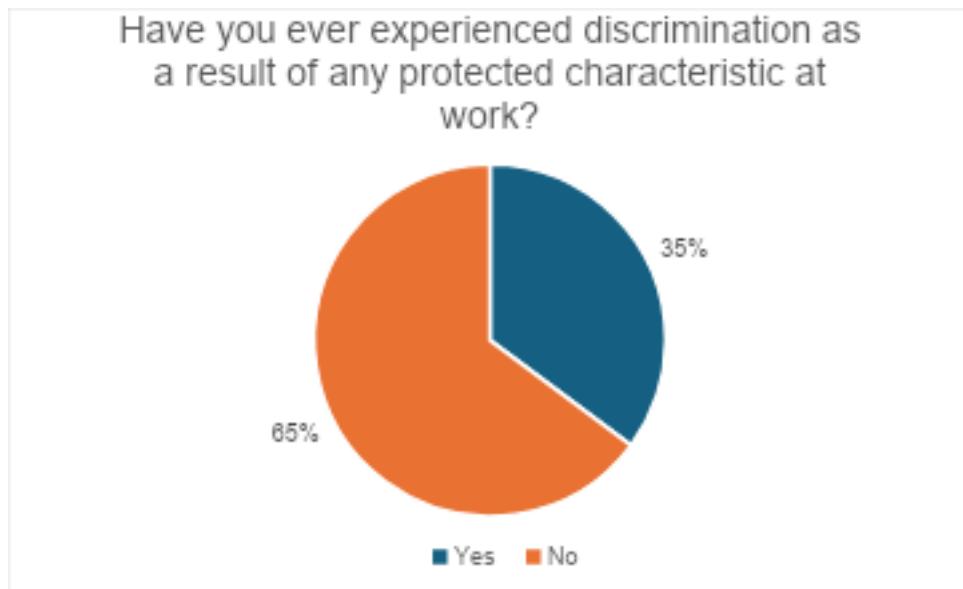
*"I am ok as I have managed to negotiate reasonable adjustments to allow me to work from home 2-3 days a week but most people have to be in the office every day for no reason whatsoever."*

*"Managers who are in the boys club are allowed to work from home but this is kept under the radar and the majority of other staff are excluded from any type of flexible working."*

*"The flexibility of working from home enables some form of work-life balance as less time commuting and can attend child's school events or care for elderly parent around work much more easily. The recent instruction to return to office based work will significantly impact my work life balance."*

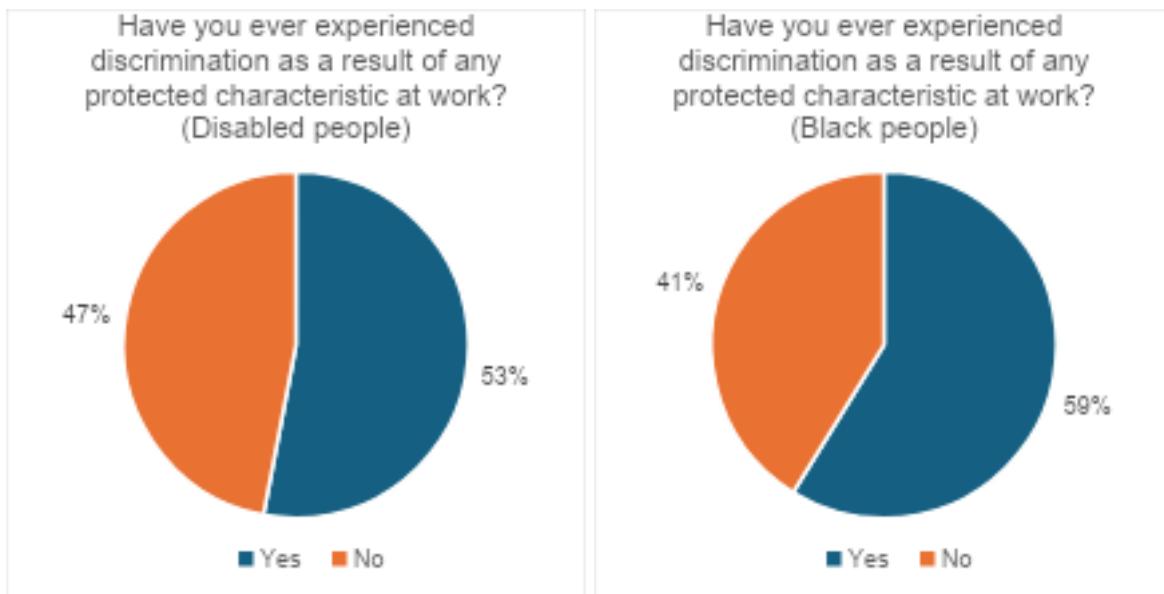
## Discrimination, bullying and harassment

We asked members both whether they had experienced discrimination, bullying or harassment directly, and whether they had witnessed it happening to others.



Overall, more than a third (35%) of respondents told us they had experienced discrimination in relation to a protected characteristic at work. This figure was roughly the same for women and nonbinary people (38%) and for people who are gay, bisexual or another minoritised sexual orientation (32%). Disabled people and Black people were more likely to say they had experienced discrimination, with over half of both groups telling us they had done so, but the numbers were relatively small, especially in the latter case. Over half of all respondents (53%) had witnessed discrimination happening to others in their workplace.

30% had experienced harassment at work, rising to 43% of disabled respondents and 62% of Black respondents. Almost half of all respondents (49%) told us they had witnessed harassment at work.



Most shockingly, 57% of individuals told us they had experienced bullying at work. This rose to 62% for women and nonbinary people; 67% for disabled people; and 82% for Black people (although noting low number of respondents in this category). 49% had witnessed bullying happening to others in their workplace.

All of these figures are too high. Staff should feel safe in their workplace, but clearly discrimination, harassment and bullying is happening all too often, and more so for those from marginalised groups. Staff from two separate trade unions highlight problems with "lad culture", and many others talk about a toxic environment in which an "in-group" is able to flourish, while others are excluded and further marginalised.

*The workplace employs a lot of entitled men and they take up a lot of space and bring a lot of 'lad culture' which doesn't make the workplace feel like a safe space.*

*Staff have experienced a culture of misogyny and have been marginalised by Senior Officials. It actively promotes a boys club where drinking and blokey camaraderie is the norm.*

*It's a divide and rule managerial culture, where some people are "in" and they get protected/rewarded, whilst others suffer immensely, are constantly suppressed and regularly get targeted for bullying, harassment & discrimination. It's all a question of being in the right clique (or not)*

## Conclusion

This is the first survey of UWU members of its kind. We intend it to be a baseline for monitoring of employment in the trade union sector in years to come, and we will repeat the survey on a regular basis to monitor the state of the trade union sector's workforce. As a baseline, it sets a low bar for improvement for many employers in the trade union sector.

There are positive stories within the survey data. A few employers have helpful policies in place or are negotiating them currently. Some individuals have supportive managers and other colleagues, get the support they need when they need it, and have autonomy to manage their work and workplace in ways that aid their wellbeing. Overwhelmingly, UWU members tell us they like their work, and take pride in it.

However, the messages about organisational culture, health and safety, discrimination, and bullying and harassment are stark, and – based on this data – problems are widespread in the sector. Respondents told us about uncontrollably high workloads, high stress levels with little to no mitigation, common experiences of bullying that are more pronounced for already marginalised and minoritised groups, and toxic organisational cultures. There appears to be a lack of will within the leadership of the sector to build better workplaces, as evidenced by several examples of industrial action balloted for and taken by union employees over recent years, but this is urgently needed to counter the kind of endemic problems described by our members.

The trade union sector must practice what it preaches. It is in the interest of the whole movement to do so, if the movement is to be strengthened and sustained into the future. The union movement has been critical, historically, in fighting for a more just society, in the workplace and beyond. Over recent years we have seen an erosion of union rights, restrictions on the right to protest and a mainstreaming of far right ideology, along with a decline in trade union membership. If trade union staff are ground down and forced out of the movement, we lose vital knowledge, expertise and new ideas that sustain this work. Given over half of respondents to this survey have considered leaving their current employer, this is a very real risk to the movement. Trade union workers want to do their best for their members: having safe, supportive and collaborative workplaces themselves, as they fight for the same for their members, is key to facilitating this.

UWU will continue to fight for better employment in trade unions, guided by the results of this survey. Its key areas of work include:

1. Supporting branches to negotiate for better in their workplaces
2. Organising and campaigning nationally for improvements across the whole sector

3. Working with members through the Sisters to the Front network on issues facing women workers within the trade union movement, including eliminating sexual violence in trade unions.

- [Join UWU to work with us to improve our trade union movement](#)
- Follow UWU on [LinkedIn](#) and [Bluesky](#)
- Email UWU at [mail@unionworkersunion.org](mailto:mail@unionworkersunion.org)

**This report was compiled by Dr Ellie Munro on behalf of the Union Workers' Union.**

## Appendix 1: Demographic information

### Responses to question "What is your gender?"

Man	Woman	Non-binary	Prefer not to say
57	86		2

### Responses to question "What is your ethnicity?" (free text, aggregated)

Asian/Asian British	Black, African, Caribbean, Black British	Mixed/multi ple ethnic groups	Other ethnic group	White English, British, Irish, Other	Skipped question
17				109	19

### Responses to question "Do you have a disability?"

Yes, and I have declared this to my employer	Yes, and I have NOT declared this to my employer	No	Prefer not to say
59	7	75	4

### Responses to question "What is your sexual orientation?"

Asexual	Lesbian	Pansexual	Gay	Bisexual	Heterosexual	Prefer not to say
25				113	7	