

Employment Rights and Practices

LIBERAL DEMOCRATS

- Establish a new 'dependent contractor' employment status in between employment and self-employment, with entitlements to basic rights such as minimum earnings levels, sick pay and holiday entitlement
- Increase minimum wage by 20% for people on zero-hour contracts at times of normal demand to compensate them for the uncertainty of fluctuating hours
- Encourage employers to promote employee ownership by giving staff in listed companies with more than 250 employees a right to request shares
- Change the burden of proof in employment tribunals so that the employer has to disprove employment status (rather than employee prove it)
- Improve SSP rights by introducing it from day 1, and removing the lower earnings limit
- Extend the use of name-blind recruitment processes.
- Make parental leave and pay day 1 rights
- Doubling SMP and SPP to £350p/w
- Introduce a 'use it or lose it' month for fathers and partners, paid at 90% of salary
- Introduce new Equality Act protected characteristics of 'caring' and 'care experience'
- Require large employers to publish data on gender, ethnicity, disability, and LGBT+ employment levels, pay gaps and progression, and publish five-year aspirational diversity targets
- Introduce specialist disability employment support
- Simplify the Access to Work scheme
- Introduce 'Adjustment Passports' to record the adjustments, modifications and equipment a disabled person has received, and ensure that Access to Work support and equipment stays with the person if they change jobs.

CONSERVATIVES

- overhaul the 'fit note' system to move responsibility from GPs to other healthcare professionals
- continue with the implementation of minimum service level agreements (re industrial action)

LABOUR

- The manifesto includes a stated aim to implement [‘Labour’s Plan to Make Work Pay: Delivering a New Deal for Working People’](#) in full.
- The previous promise to introduce legislation within 100 days is repeated.
- Banning exploitative zero hours contracts (the key word here is ‘exploitative’ – it will not be an outright ban)
- Ending fire and rehire (although the wording of the New Deal document here stops short of a clear out-right ban)
- Introducing a day 1 right to sick pay, parental leave and (most significantly) unfair dismissal (although the New Deal document indicates that probationary periods will have a special status here)
- Setting up a single enforcement body to enforce workers rights.
- Altering the criteria for determining national minimum wage to include consideration of cost of living and removing age bands, so all adults are entitled to the same minimum wage.
- Creating a ‘Fair Pay Agreement’ to allow for sectoral collective bargaining in the Adult Social Care Sector.
- A right for employees to have a contract which reflects the hours they regularly work, based on a twelve-week reference period
- An extension of tribunal time limits for bringing all claims from three months to six months
- A requirement for employers with more than 250 employees to have a menopause action plan
- New duties on large employers to produce ethnicity and disability pay gap reports
- Making collective redundancy consultation requirements dependent on the number of redundancies across the whole business rather than the number at each ‘establishment’
- A requirement for the section 1 statement issued to all new starters to inform staff of their right to join a trade union
- Introducing a right to switch off (or, at the very least, the right to discuss switching off with your employer)
- Consulting on an eventual move towards a single status of worker, incorporating all but the genuinely self-employed
- Making flexible working a default right unless employers have a good reason to refuse it
- Reversal of the changes made under the *Trade Union Act 2016* (which increased required turnout for ballots, added more required information for ballot papers, limited strike mandates to six months and required two weeks’ notice to be given of a ballot for industrial action rather than one)
- Abolishing the *Strikes (Minimum Service Levels) Act 2023*
- Removing the requirement for fully postal ballots for industrial action
- Making it easier for unions to gain recognition by removing the requirement that 40% of those entitled to vote on recognition need to vote in a ballot for it to be valid for recognition
- A right for trade unions to access workplaces for recruitment and organising purposes
- Introducing a right to unpaid bereavement leave (currently only available following the death of a child)

GREENS

- Repeal of current anti-union legislation and its replacement with a positive Charter of Workers' Rights, with the right to strike at its heart along with a legal obligation for all employers to recognise trade unions.
- A maximum 10:1 pay ratio for all private- and public-sector organisations.
- An increase in the minimum wage to £15 an hour, no matter your age, with the costs to small businesses offset by reducing their National Insurance payments.
- Equal employment rights for all workers from their first day of employment, including those working in the 'gig economy' and on zero-hours contracts. Gig employers that repeatedly break employment, data protection or tax law will be denied licences to operate.
- A move to a four-day working week.

PLAID CYMRU

- We support the devolution of employment law to Wales.
- In a world of increasing threats to workers, employment rights desperately need strengthening. We would reverse regressive anti-strike legislation.
- We would also support legislation to tackle insecure work, provide paid bereavement and miscarriage leave as 'day one employment rights', outlaw fire and re-hire tactics, abolish compulsory zero-hours contracts, establish the right to 'disconnect' (a right not to be routinely contacted about work outside normal working hours), and reform Shared Parental Leave.
- Following the introduction of the Carer's Leave Act 2023 which provides a right to five days unpaid leave to care for a person with a long-term need, a similar provision for paid leave should be considered.

SCOTTISH NATIONALISTS

REFORM UK

- A general pledge to "scrap thousands of laws that hold back British business and damage productivity, including employment laws that make it riskier to hire people". (Note: It's not clear which laws Reform UK are referring to here).

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- A promise to "replace" the *Equalities Act 2010*. Reform UK argue that the "Equalities Act requires discrimination in the name of 'positive action'. It costs the economy billions of pounds, and has become a lawyer's charter to print money. It has destroyed meritocracy, spread division and led to exclusion for some in majority groups. Scrap all Diversity Equality and Inclusion roles that cost huge sums, create division, inequality and exclusion, and reduce productivity."
 - A pledge to "scrap EU Regulations with immediate effect. (Note: British Laws on [employment] are still based on EU regulations).
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