



Labour's big plans for employment law

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What are we going to cover today?



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Employment status

Contracts and pay

Equality law

Work life balance

Family leave

Other statutory rights

Mandatory employer reporting

Disputes and dismissals

Tribunals and enforcement

What else?

Introduction

- **“A New Deal for Working People”** - September 2021 (and later iterations)
- **“Make Work Pay”** - May 2024
- **The Labour Party Manifesto 2024** - June 2024

“Labour has transformed the world of work before and can do so again”

“...a step change is needed in how working people exercise control over their working lives”

Labour “...will deliver the biggest upgrade to rights at work for a generation”

Employment status



Creation of a single worker status

Better rights for the self-employed

Regulating internships

Contracts and pay

Regulating zero-hours contracts

- Banning “exploitative” zero-hours contracts
- Right to a contract with regular hours after 12 weeks
- Requirement to give reasonable notice of changes to working time

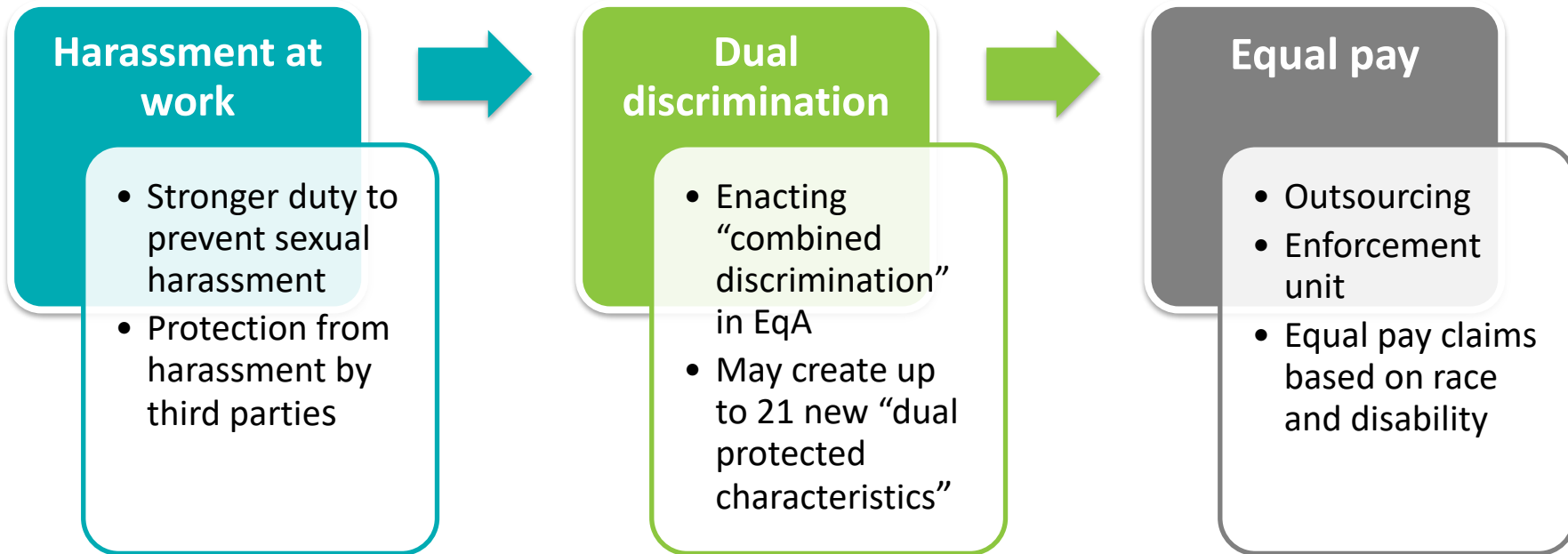
Non-compete clauses

- Will they be restricted to a maximum of three months?

National minimum wage

- Increase to reflect the cost of living and removal of age bands

Equality law



Work life balance



Strengthening flexible
working rights



New right to
disconnect outside of
normal working hours



Regulating employee
surveillance

Family leave

Parental leave

- Review of the parental leave framework
- Removal of the qualifying period for parental leave

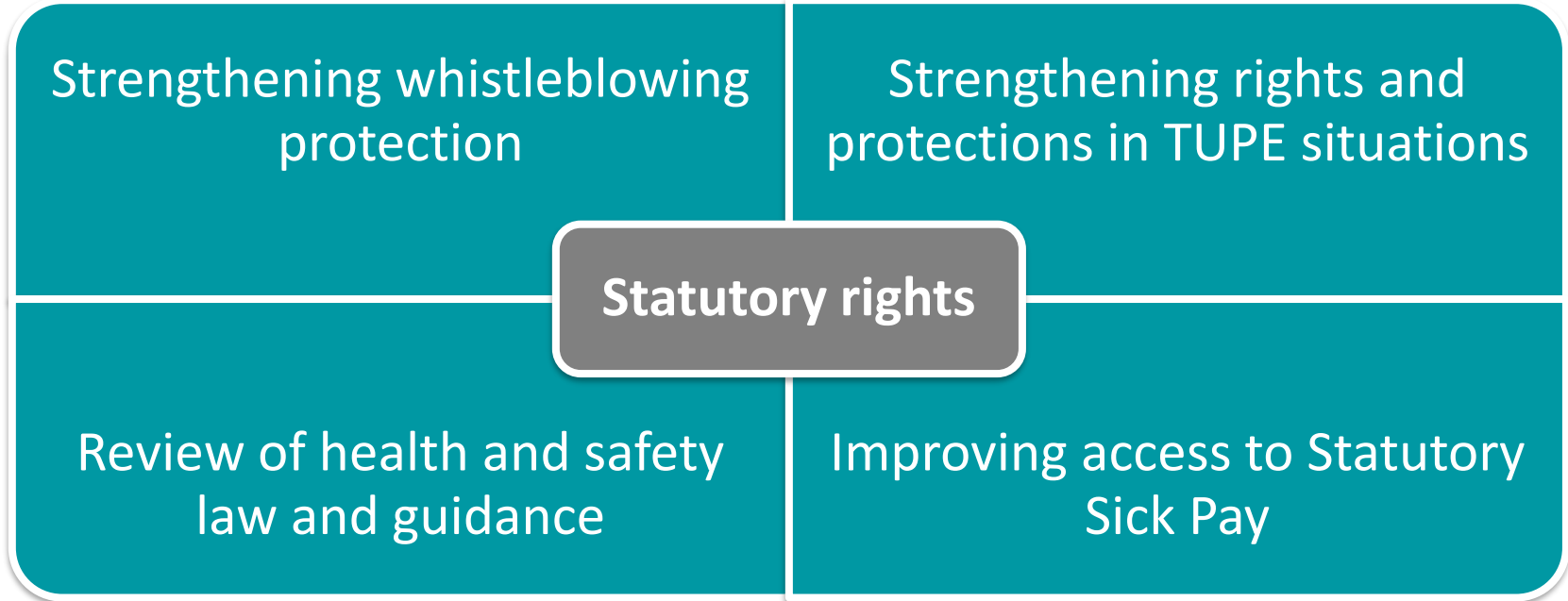
Carer's leave

- Consideration of the introduction of paid carer's leave

Bereavement leave

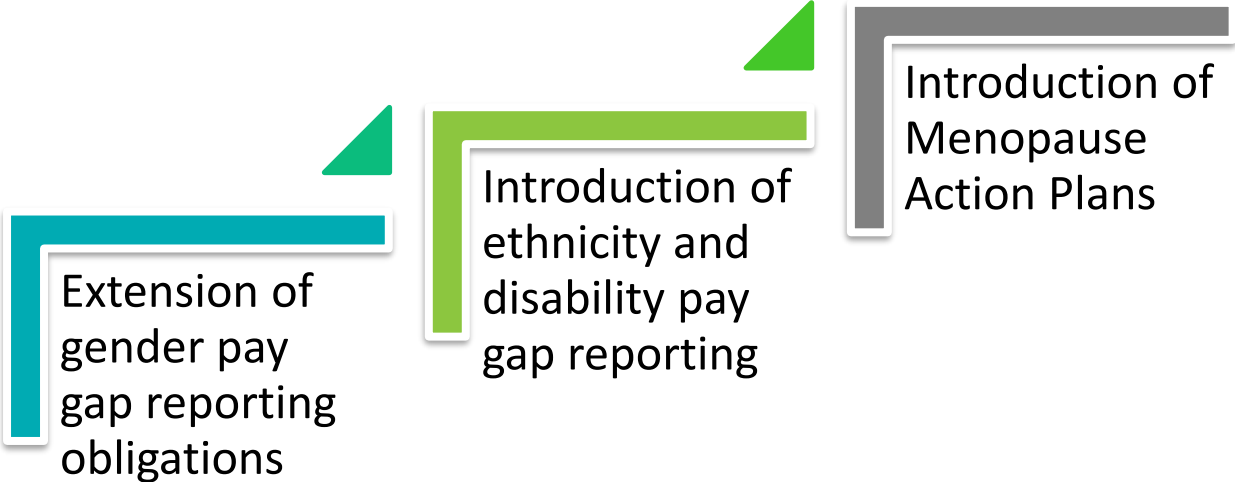
- New right to take bereavement leave
- Unclear when it will apply and whether it will be paid or unpaid

Other statutory rights



Mandatory employer reporting

Applicable to employers with 250+ employees



Extension of
gender pay
gap reporting
obligations

Introduction of
ethnicity and
disability pay
gap reporting

Introduction of
Menopause
Action Plans

Disputes and dismissals

Collective grievances
and Acas

Unfair dismissal to
become a Day 1 right
BUT no lifting of the
compensation cap

Restricting the
dismissal of pregnant
workers and maternity
leave returners

Restricting the use of
fire and rehire
practices

Changing the trigger
for consultation on
collective
redundancies

Tribunals and enforcement

Employment Tribunal claims

- Time limits for claims increased from 3 to 6 months
- Further digitisation of the Employment Tribunal system
- No plans to introduce fees

Introduction of a Single Enforcement Body

- Single body to take over state enforcement of:
 - ✓ health and safety
 - ✓ minimum wage
 - ✓ worker exploitation
 - ✓ discriminatory practices against migrant workers

What else?



Wide-ranging measures to strengthen trade unions



Introduction of sectoral collective bargaining on pay



Changes to treatment of working time



No reinstatement of the bankers' bonus cap



Fair allocation of tips



Enactment of the public sector socio-economic duty

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