

GENERAL ELECTION – DECEMBER 2019

COMPARISON OF PARTY MANIFESTOS – EMPLOYMENT CHANGE PROPOSALS

	Structure, Strategy & Policy	Employee Rights	Hours of Work, Wages	Equality	Parental Leave, Maternity	Social Care, Carers	Childcare	Other Employee Benefits
Conservative	<ul style="list-style-type: none"> ● Create a single enforcement body and crack down on any employer abusing employment law 	<ul style="list-style-type: none"> ● Ensure that workers have the right to request a more predictable contract 	<ul style="list-style-type: none"> ● Encourage flexible working 		<ul style="list-style-type: none"> ● Allow parents to take extended leave for neonatal care, to support those new mothers and fathers who need it during the most vulnerable and stressful days of their lives. ● Look at ways to make it easier for fathers to take paternity leave 	<ul style="list-style-type: none"> ● Extend the entitlement to leave for unpaid carers 	<ul style="list-style-type: none"> ● We will fund more high-quality childcare before and after school and during the holidays 	
Labour	<ul style="list-style-type: none"> ● Set up a Ministry for Employment Rights, which will roll out (it seems) compulsory collective bargaining on minimum standards for pay and working hours by sector, that every employer will have to follow ● Re-introduce employer's liability for harassment by third parties 	<ul style="list-style-type: none"> ● Compel large companies to give employees 10% ownership of the company (to include payments of dividends) ● Give everyone full employment rights from day one ● Strengthen protection for whistleblowers and strengthen unfair dismissal rights ● Keep employment tribunals free 	<ul style="list-style-type: none"> ● Increase living wage of £10 per hour for all workers aged 16 or over ● Clarify worker status ● Ban zero-hour contracts ● Require breaks during shifts to be paid ● Introduce four new bank holidays ● Reduce average working hours to 32 hours per week within ten years ● Require all large employers to have flexible working and menopause policies ● Ban unpaid internships 	<ul style="list-style-type: none"> ● Require workplaces with >50 employees to obtain government certification on gender equality or face fines ● Extend pay-gap reporting to BAME groups ● Make State (not individuals) responsible for enforcing equal pay 	<ul style="list-style-type: none"> ● Extending statutory maternity pay from 9 months to 12 months 	<ul style="list-style-type: none"> ● Introduce 10 days of paid leave for survivors of domestic abuse 	<ul style="list-style-type: none"> ● Bring in additional rights, including free childcare 	<ul style="list-style-type: none"> ● Bring in additional rights for the self-employed, collective income protection insurance schemes and better access to mortgages and pensions
Liberal Democrat	<ul style="list-style-type: none"> ● Establish an independent review to consult on how to set a genuine Living Wage across all sectors. We will pay this Living Wage in all central government departments and their agencies and encourage other public sector employers to do likewise. ● Establish a powerful new Worker Protection Enforcement Authority to protect those in precarious work. 	<ul style="list-style-type: none"> ● Modernise employment rights to make them fit for the age of the 'gig economy', including by: ● Establishing 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 ● Reviewing rules concerning pensions so that those in the gig economy don't lose out, and portability between roles is protected ● Shifting the burden of proof in employment tribunals regarding employment status from individual to employer 	<ul style="list-style-type: none"> ● Change the law so that flexible working is open to all from day one in the job, with employers required to advertise jobs accordingly, unless there are significant business reasons why that is not possible ● Setting a 20 per cent higher minimum wage for people on zero-hour contracts at times of normal demand to compensate them for the uncertainty of fluctuating hours of work ● Giving a right to request a fixed-hours contract after 12 months for 'zero hours' and agency workers, not to be unreasonably refused ● Reviewing the tax and National Insurance status of employees, dependent contractors and freelancers to ensure fair and comparable treatment 		<ul style="list-style-type: none"> ● Expand the rights and benefits available to those in insecure forms of employment, such as offering parental leave and pay to the self-employed. 			<ul style="list-style-type: none"> ● Strengthen the ability of unions to represent workers effectively in the modern economy, including a right of access to workplaces