

A PLAN TO **MAKE BRITAIN WORK**
FOR WORKING PEOPLE

LABOUR'S **NEW DEAL** FOR WORKING PEOPLE

Labour  Unions

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The next Labour Government will build an economy that works for working people with a New Deal for Working People. Labour will start by bringing forward an Employment Rights Bill to legislate for this within the first 100 days of entering office. That's a cast-iron commitment, not only because this will be good for working people, and good for our wider economy but because our fair work agenda will be key to how we bring opportunity to every corner of this country.

Labour's New Deal for Working People will transform ordinary working people's lives. Work will finally pay, rights will be properly enforced and crucially it will strengthen the role of trade unions in our society. This is vital because the New Deal wasn't created in an ivory tower by politicians it was developed in collaboration with you the trade union movement and it will be delivered with you.

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Rt Hon Angela Rayner MP

Shadow Deputy Prime Minister, Shadow Secretary of State for Levelling Up, Housing and Communities and Strategic Lead for Labour's New Deal for Working People

JOIN A UNION

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INTRODUCTION.

Trade unionists founded the Labour Party because they knew that what was needed in Parliament was a genuine voice for working people. That remains true today.

Our Party's core mission is the same: to support working people to protect their jobs, fight for their pensions, improve working conditions and put in place support for those out of work.

In the New Deal for Working People, we have the strongest commitment to improving life for workers that has been put forward for generations. Pledges to raise wages, improve conditions and enshrine rights on day one are vital to begin undoing the damage of thirteen years of anti-worker policies that have made our country, and our people, poorer.

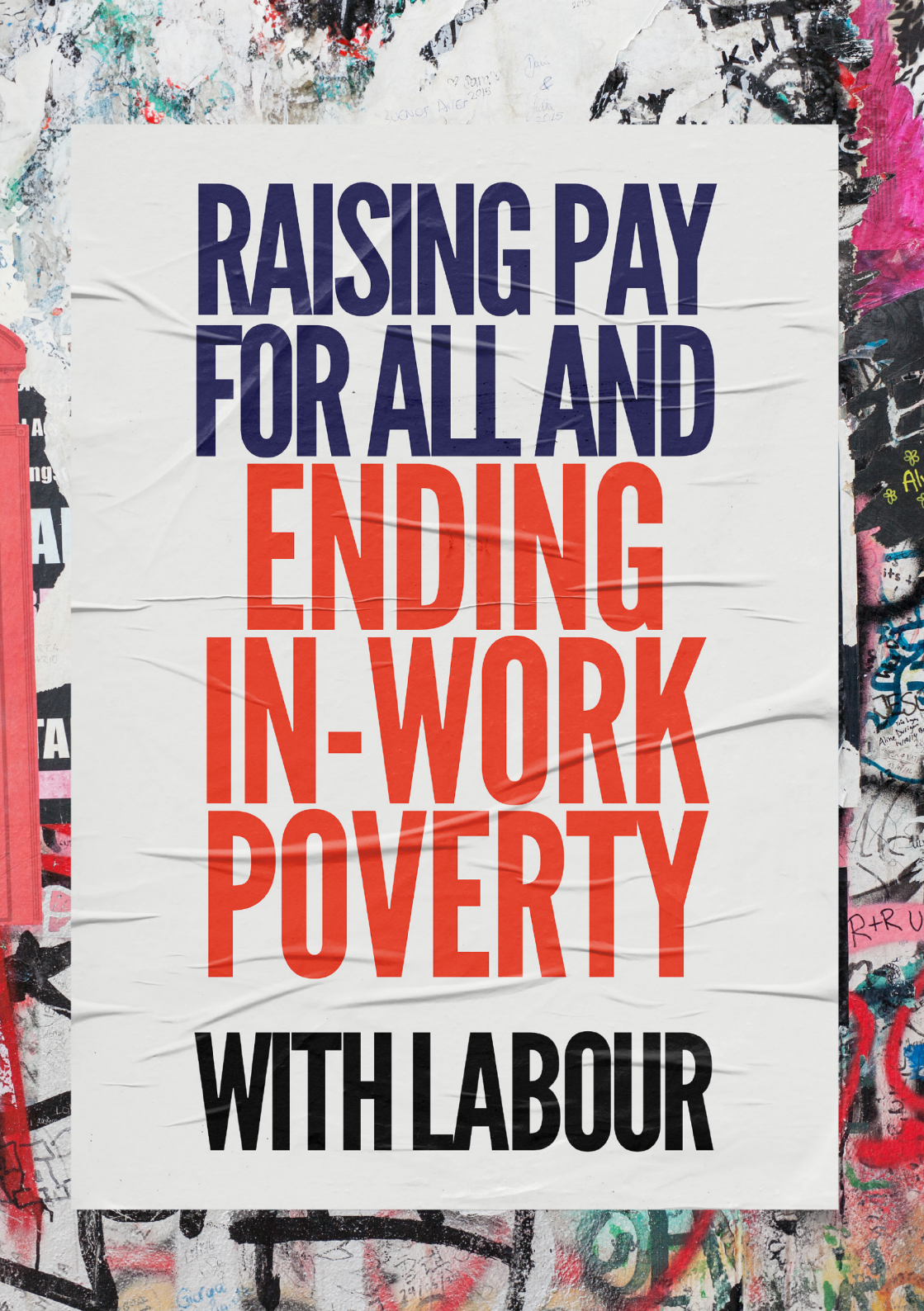
I'm proud to be the Chair of Labour Unions, and I'm proud of the work we have done together - the Labour Party and the labour movement working hand in hand as it should be. We will only set our country back on the right path if working people are front and centre.

So I hope you are as excited about this document and the proposals in it as I am. It's up to all of us to stand strong together, in our broad church of the Labour movement, and fight the fight to take our country back from this government of liars and cheats so that we can deliver for working people up and down the country.

Yours in solidarity,

Mick Whelan
Chair of Labour Unions





**RAISING PAY
FOR ALL AND
ENDING
IN-WORK
POVERTY
WITH LABOUR**

- All jobs should pay enough to support a family and allow people to lead decent, happy, fulfilling lives. The next Labour Government will eradicate in-work poverty by tackling the structural causes of poverty and inequality.
- Labour will ban unpaid internships except when they are part of an education or training course.
- Labour will ensure travel time in sectors with multiple working sites is paid. Labour will work with the Single Enforcement Body and HMRC to ensure the National Minimum Wage regulations on travel time in sectors with multiple working sites is enforced and that workers' contracts reflect the law.
- Labour will take action on 'sleep over' hours in certain sectors, such as social care and ensure all social care workers are paid fairly for what they do.
- Labour will ensure that tips are fairly allocated and that workers have a real say about this by compelling large hospitality businesses to use genuinely independent 'Tronc' systems, chosen by the staff themselves not bosses.

A REAL LIVING WAGE.

- The next Labour government would make sure the minimum wage is a real living wage that people can live on. To achieve this, they would change the Low Pay Commission's remit so that alongside median wages and economic conditions, the minimum wage will for the first time reflect the need for pay to take into account the cost of living.

- Labour will remove the discriminatory age bands in the minimum wage, to ensure every adult worker benefits, and will work with the Single Enforcement Body and HMRC and ensure they have the powers necessary to make sure the genuine living wage is properly enforced, including penalties for non-compliance.
- Labour will work with the Low Pay Commission, trade unions, employers, the Council for Economic Growth and more to address the ongoing issue of low pay.

LABOUR WILL USE PUBLIC PROCUREMENT TO SUPPORT GOOD WORK.

- Labour will end the presumption in favour of outsourcing and oversee the biggest wave of insourcing of public services for a generation.
- Labour will choose to do business with companies that treat their workers well, recognise trade unions and have provision for collective bargaining arrangements and fair wages clauses; have effective equality policies; adhere to high environmental standards; and are fully tax compliant.
- Labour will use the public purse to support the businesses that strengthen local jobs and supply chains.
- Labour will make, buy, and sell more in Britain to raise standards, awarding more public contracts to British businesses and bringing the jobs of the future to the UK.

WHEN WORKERS ARE EMPOWERED TO ACT AS A COLLECTIVE, THEY ARE ABLE TO SECURE BETTER PAY AND CONDITIONS.

- Labour will reverse the decades long decline in collective bargaining.
- Labour will start by establishing a Fair Pay Agreement in Adult Social Care, to drive up pay and conditions.
- They will also assess how and to what extent Fair Pay Agreements could benefit other sectors and tackle labour market challenges.
- Fair Pay Agreements will be negotiated through sectoral collective bargaining.
- Worker representatives and employer representatives would be brought together to negotiate Fair Pay Agreements that establish minimum terms and conditions, which would be binding on all employers in the sector.
- Fair Pay Agreements would cover a wide range of issues including, but not limited to, pay and pensions, working time and holidays, training, work organisation, diversity and inclusion, health and safety, and the deployment of new technologies.

- Labour will safeguard and maintain the existing collective bargaining arrangement for our fire services – the National Joint Council for Local Authority Fire and Rescue Services.
- Labour will reinstate the School Support Staff Negotiating Body. This body will be tasked with establishing a national terms and conditions handbook, training, career progression routes, and fair pay rates for support staff.

TRADE UNION RIGHTS

**So unions can organise
and win better pay and
conditions**

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safe &
secure
work

WITH
LABOUR

LABOUR WILL GIVE ALL WORKERS DAY ONE RIGHTS ON THE JOB.

- Labour will strengthen the protections afforded to all workers by ending the qualifying periods for basic rights such as unfair dismissal, sick pay, and parental leave.

A SINGLE STATUS OF 'WORKER' AND ENDING BOGUS SELF-EMPLOYMENT.

- Labour will move towards a single status of worker and transition towards a simpler two-part framework for employment status. Labour will consult in detail on a simpler framework that differentiates between workers and the genuinely self-employed.
- This will mean all workers, regardless of sector, wage, or contract type, will be afforded the same basic rights and protections. This includes rights to sick pay, holiday pay, parental leave, protection against unfair dismissal and many others.
- Labour will also clamp down on bogus self-employment, so unscrupulous employers will no longer be able to treat their staff like regular employees whilst falsely claiming they are not, denying staff rights they are owed as employees.

LABOUR WILL STRENGTHEN RIGHTS AND PROTECTIONS FOR WORKERS AND THE SELF-EMPLOYED.

- Labour will strengthen the existing set of rights and protections, including for pregnant workers, whistleblowers, workers made redundant, workers making unfair dismissal claims and workers subject to TUPE processes.
- Labour will strengthen statutory sick pay, remove the lower earnings limit to make it available to all workers, including the self-employed, and remove the waiting period.
- Labour will also act to strengthen rights and protections to help self-employed workers thrive in good quality self-employment, including the right to a written contract, action to tackle late payments, and by extending health and safety and blacklisting protections to self-employed workers.

LABOUR WILL BAN ZERO HOURS CONTRACTS AND GIVE WORKERS PREDICTABLE CONTRACTS.

- Labour will ban exploitative zero hours contracts and ensure anyone working regular hours for twelve weeks or more will gain a right to a regular contract to reflect those hours normally worked.

- Labour will also ensure all workers get reasonable notice of any change in shifts or working time, with compensation that is proportionate to the notice given for any shifts cancelled or curtailed.

LABOUR WILL OUTLAW FIRE AND REHIRE.

- Labour will end the scourges of 'fire and rehire' and 'fire and replace'.
- Labour opposes fire and rehire and a Labour Government will act to end it, by strengthening collective rights and updating three strands of employment regulation:
 - Improving information and consultation procedures, to make employers consult and reach agreements about contractual changes with their workforce.
 - Adapting unfair dismissal and redundancy legislation to prevent workers being dismissed for failing to agree a worse contract.
 - Ensuring that notice and ballot requirements on trade union activity do not inhibit defensive action to protect terms and conditions of employment in situations where fire and rehire tactics are being implemented.

WORK-LIFE BALANCE AND FLEXIBLE WORKING.

- Labour is committed to achieving a better work-life balance while raising pay.
- Labour will ensure all workers have the opportunity to benefit from flexible working.
- The right to flexible working for all workers will be a default from day one, with employers required to accommodate this as far as is reasonable.
- A Labour Government would support small- and medium-sized businesses to adapt to flexible working practices and increase the uptake of flexible working.

LABOUR WILL BRING IN THE 'RIGHT TO SWITCH OFF' SO WORK STAYS AT WORK.

- Labour will bring in the 'right to switch off', so working from home does not become homes turning into 24/7 offices.
- Workers will have a new right to disconnect from work outside of working hours and not be contacted by their employer outside of working hours.

- Labour will introduce new rights to protect workers from remote surveillance.
- Rights and protections must keep pace with the changing nature of work and technological advancements. Labour's approach to technology at work will be to protect good jobs and ensure good future jobs and that rights and protections keep pace with technological change. They will safeguard against discrimination, and will put worker voice at the heart of Britain's digital transition.
- The next Labour government will work with workers and their trade unions, employers and experts to examine what AI and new technologies mean for work, jobs and skills, and how to promote best practice in safeguarding against the invasion of privacy through surveillance technology, spyware and discriminatory algorithmic decision making.
- At a minimum Labour will ensure that proposals to introduce surveillance technologies would be subject to consultation and agreement of trade unions or elected staff representatives where there is no trade union.



A NEW DEAL FOR WORKING PEOPLE

Labour @ Unions

LABOUR WILL BRING ABOUT STRONGER FAMILY-FRIENDLY RIGHTS.

- Labour will review the parental leave system so that it best supports working families, within the first year of a Labour government. This includes urgently reviewing the failed shared Parental Leave system, with reforms to incentivise sharing of leave.
- Labour will introduce the right to bereavement leave.
- Labour will strengthen protections for pregnant women by making it unlawful to dismiss a woman who is pregnant for six months after her return, except in specific circumstances.

EMPOWERING WORKING PEOPLE THROUGH TRADE UNIONS.

- Restrictions on trade union activity are holding back living standards and the economy.
- Labour is committed to strengthening the rights of working people by empowering workers to organise collectively through trade unions.
- Labour will repeal the Trade Union Act 2016, the Minimum Service Levels (Strikes) Bill and the Conduct of Employment Agencies and Employment Businesses (Amendment) Regulations 2022 to give trade unions the freedom to organise, represent and negotiate on behalf

of their workers. Labour will also update trade union legislation, so it is fit for a modern economy, removing unnecessary restrictions on trade union activity and ensuring industrial relations are based around good faith negotiation and bargaining.

- Labour will also strengthen trade unions' right of entry to workplaces to organise, meet and represent their members and potential members, and to contact remote workers.
- Labour will establish a reasonable right of entry to organise in workplaces, by introducing a transparent framework and clear rules, designed in consultation with unions and business, that allow unions officials to meet, represent, recruit and organise members.
- Labour also will end the current complexity and remove barriers to workers being collectively represented by a recognised trade union in their workplace. Labour will simplify the process of union recognition and the law around statutory recognition thresholds, so that working people have a meaningful right to organise through trade unions.
- Labour will ensure workers in precarious and gig-economy sectors have a meaningful right to organise through trade unions, modernising rules to ensure they are fit for an economy with growing platform sectors and a rise in remote and home working.
- Labour will review the process for statutory recognition claims, with existing thresholds presenting too high a hurdle in modern workplaces that are increasingly fragmented.

- Labour will also consult on and consider whether unions should automatically be entitled to statutory recognition where 50% or more workers in a bargaining unit are members.
- Labour will allow trade unions to use secure electronic and workplace ballots.
- Labour will create new rights and protections for trade unions to undertake their work, strengthening protections of trade union representatives against unfair dismissal and union members from intimidation, harassment, threats, and blacklisting.
- Rules on blacklisting have not been updated for over a decade and need to be modernised to account for new technologies and ways of storing data.
- Labour will ensure there is sufficient facilities time for all trade union reps so that they have capacity to represent and defend workers, negotiate with employers and train.
- The laws regulating industrial action should ensure that UK law complies in every respect with the international obligations ratified by the UK, including those of the International Labour Organization and the European Social Charter, as reiterated in the Trade and Cooperation Agreement with the European Union.
- Labour will introduce a new duty on employers to inform all new employees of their right to join a union, and to inform all staff of this on a regular basis.

- Labour will examine how the requirement to give notice of industrial action should be simplified and ensure it reflects the dynamic nature of disputes.

LABOUR WILL STRENGTHEN THE LAW TO ENFORCE WORKPLACE RIGHTS.

- Labour will establish and properly fund a single enforcement body (SEB) to enforce workers' rights.
- The new body will be given extensive powers to inspect workplaces and bring prosecutions and civil proceedings on workers' behalf relating to health and safety, minimum wage, worker exploitation, and discriminatory practices.
- Labour will ensure that there are enough inspectors employed in the system via the SEB so that they can undertake unannounced inspections and follow up on anonymous reports.
- Labour will explore how to utilise the knowledge and experience of trade unions to maintain healthy and safe workplaces everywhere.
- Labour will allow workers to bring civil cases for breaches of statutory health and safety regulation and defend workers' ability to recover legal representation costs from negligent employers.
- Labour will improve and strengthen enforcement through Employment Tribunals to provide quicker and more effective resolutions. Labour will extend the time period for bringing claims to Employment Tribunals from three

months to six months.

- There will be tougher penalties for those who break the law or fail to comply with tribunal orders, including personal liability for those that were directors of companies at the time.
- Caps which limit the amount of compensation that workers can receive are unfair and discourage companies from following the law. Labour will ensure that workers will receive full compensation, without statutory limits, if they suffer loss because of employers' breaches of the law.

LABOUR WILL BRING IN PROTECTIONS FOR THE SELF-EMPLOYED.

- The rights and protections for those who are genuinely self-employed will be enhanced.
- Labour will strengthen rights and protections to help self-employed workers thrive in good quality self-employment, including the right to a written contract, action to tackle late payments, and by extending health and safety and blacklisting protections to self-employed workers. Labour's plans to strengthen trade union rights will also benefit self-employed workers.
- Labour will ensure the self-employed have the right to withdraw their labour due to immediate health and safety risk, strengthen blacklisting protection for self-employed workers who raise health and safety concerns, and extend the rights to have a health and safety representative at work to self-employed workers - to give the self-employed the same protections as those who are employed.

LABOUR WILL TACKLE CRIMINAL LABOUR EXPLOITATION.

- Labour will introduce legislation to provide joint and several liability between companies across the supply chain to ensure there is accountability if slavery or criminal labour exploitation is uncovered at any stage in the production process.
- Through naming and shaming, businesses will also be encouraged to check their supply chain, with appropriate penalties for deliberate and knowing use of slavery or criminal labour exploitation in supply chains.
- A Labour government will assess the best way to prevent environmental harms, modern slavery and human and labour rights abuses in both private and public sector supply chains including effective due diligence rules.

HEALTHY AND SAFE WORKPLACES.

- Labour will review the law on health and safety at work to revise outdated legislation and make it fit for now and the future.
- Labour recognises that in a number of sectors working temperatures are regularly unacceptably high, including for those working in strenuous and sedentary jobs, causing serious health and safety concerns. Labour will commit to modernising health and safety guidance with reference to extreme temperatures, preventative action and steps to ensure safety at work.

- Labour will put mental health on a par with physical health in our workplaces.
- Labour will raise awareness of neurodiversity in the workplace and across wider society.
- Labour will review provision for stress, mental health, the impact of new technology and new materials, and the impact of emerging health and lifestyle issues such as long Covid.

Labour
promises

**TACKLING
DISCRIMINATION
AND WORKPLACE
INEQUALITIES**

VOTE

Labour

- Labour is committed to introducing statutory rights for trade union equalities reps to ensure they have the time to support colleagues facing inequalities and discrimination and contribute to positive changes in workplaces.
- Labour will require employers to create and maintain workplaces and working conditions free from harassment, including by third parties.
- Labour will give those with caring responsibilities greater protections. Labour will strengthen the rights of workers to respond to family emergencies with paid family and carers' leave, the right to have flexible working, and greater ability for workers to enforce these rights.
- Labour will ensure the provisions of the Public Sector Equality Duty cover all parties exercising public functions.
- Labour encourages employers and trade unions to negotiate signing up to the Dying To Work Charter, and will work with trade unions and others to ensure that workers diagnosed with a terminal illness are treated with respect, dignity and supported at work.

LABOUR WILL ACT TO CLOSE GENDER, ETHNICITY AND DISABILITY PAY GAPS AND ACT TO ENSURE EQUAL PAY.

- Labour will bring forward a number of measures to end gender, ethnicity and disability pay gaps.
- Labour is committed to tackling the gender pay gap which is narrowing too slowly.
- Labour will enforce the requirement to report and eliminate pay gaps with employers required to devise and implement plans to eradicate these inequalities.
- Labour will ensure outsourced workers are included in employers' gender pay gap reporting and pay ratio reporting.
- The publication of ethnicity pay gaps will be made mandatory for firms with more than 250 staff, to mirror gender pay gap reporting, following years of inaction from the Government.
- Labour will put in place measures to ensure that outsourcing of services can no longer be used by employers to avoid paying equal pay, including for work of equal value, to women, ending this longstanding injustice.
- Equality Impact Assessments for public sector bodies will be strengthened.

- Labour recognises that the current equal pay framework is inaccessible, for example due to very long employment tribunal backlogs, and the lack of access to pay justice for women. Labour will implement a regulatory and enforcement unit for equal pay with involvement from trade unions.
- Labour will reverse the Conservatives' attack on equal pay by restoring the ability to draw on equal pay comparators where workers' terms and conditions can be attributed to a single source, enshrining in UK law those provisions that were previously derived from EU law.

SUPPORT FOR WORKERS GOING THROUGH THE MENOPAUSE.

- Labour will require large employers with more than 250 employees to produce Menopause Action Plans, setting out how they will support employees through the menopause, much like gender pay gap reporting.
- Labour will require all large employers to publish action plans detailing how they are supporting women experiencing menopause at work and will publish guidance, including for small employers, on measures to consider relating to uniform and temperature, flexible working and recording menopause-related leave and absence.

LABOUR WILL TACKLE SOCIOECONOMIC DISCRIMINATION AT WORK.

- Labour is proud to be the party of the Equality act 2010 and we will protect and uphold it, including the Public Sector Equality Duty and ensure its provisions cover all parties exercising public functions. We will also seek to build on that achievement for all groups with protected characteristics in the Next Labour government. We will enact the socioeconomic duty under section 1 of the Equality Act and a Labour government will take its responsibility to conduct equality impact assessments of major announcements seriously.

TRADE UNION RIGHTS

So unions can organise
and win better pay and
conditions

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PAY EQUALITY

Action to close gender,
race and disability pay gaps
and to ensure equal pay

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A NEW DEAL FOR WORKING PEOPLE

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BAN ZERO HOURS CONTRACTS

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END FIRE & REHIRE

Labour @ Unions

JOIN A UNION

Labour @ Unions

DAY ONE RIGHTS AT WORK

Labour @

BRITAIN NEEDS A PAYRISE

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