




# THE EMPLOYMENT RIGHTS BILL

A new deal for working people.  
*Better pay. Secure work. Stronger rights.*

## What this means for you:

- ✓ An end to Fire and Rehire
- ✓ Stopping exploitative zero-hours contracts
- ✓ Flexible and family-friendly rights
- ✓ Tougher enforcement of your rights
- ✓ More say at work to improve pay and conditions

### How the major parties voted:

	Voted for the Bill	Voted to block the Bill
 Labour	✓	
 Conservatives		✗
 REFORM UK		✗

**Better pay. Secure work. Stronger rights for everyone.**

Labour @ Unions

# The biggest upgrade to workers' rights in a generation

Labour's Employment Rights Bill is about delivering a fairer deal at work. It's designed to raise wages, improve job security, and give every worker dignity and respect.

This is the first step in making the New Deal for Working People a reality — laying the foundations for lasting change in workplaces across the country.

## What's in the bill?



### Ending Fire and Rehire

New protections to stop bad employers threatening to fire you if you don't accept cuts in pay or conditions.



### Fair Contracts

The right to a contract that reflects your actual hours, ending exploitative zero-hours arrangements.



### Family-Friendly and Flexible Working

A new right to request flexible working and paternity leave from day one, plus a review of parental leave and pay.



### Tougher Enforcement

A new watchdog to ensure all employers respect rights at work.



### More Say at Work

Stronger rights for unions to negotiate better pay and conditions on your behalf.