

We've started to turn the page with a new Labour Government after 14 years of Tory chaos. Labour introduced the Employment Rights Bill within 100 days of the election, to pass key measures from the New Deal for Working People into law.

We all know the pain of the Tory cost-of-living crisis, as bills and prices soared while incomes lagged behind. The Tories oversaw more than a decade of falling and flatlining pay, with work becoming increasingly insecure. **The Tories broke Britain, and we're all paying the price.**

That's why Labour's New Deal for Working People is so important – because it's a plan to make Britain work for working people.

Drawn up in partnership with Labour's affiliated trade unions, it's a comprehensive plan to improve the lives of working people by strengthening individual and collective rights – raising wages and improving working conditions.

The Employment Rights Bill brings forward many key parts of the New Deal – but that's only the start. Labour are committed to delivering it IN FULL.

Labour are strengthening rights at work for all workers, from day one on the job.

Labour are strengthening protections against fire and rehire and cracking down on exploitative zero-hours contracts.

Labour are making work more family-friendly, and make it easier to balance work with home, community and family life.

Labour are strengthening trade union rights, so unions can raise pay and conditions.

Labour will reverse the decades-long decline in collective bargaining, using Fair Pay Agreements to drive up pay and conditions.

LABOUR'S NEW DEAL FOR WORKING PEOPLE

Labour  Unions

Labour are strengthening rights at work for all workers, from day one on the job. The Employment Rights Bill gives workers a day one right to protection from unfair dismissal, and also grants the right to paternity leave and parental leave from day one. They are also committed to strengthening workplace rights and protections for those who are self-employed, and will consult on a simpler framework that differentiates between workers and the genuinely self-employed, as we move towards a single status of worker. They're setting up the Fair Work Agency to enforce rights and crack down on bad employers.

Labour are making work more family-friendly, and make it easier to balance work with home, community and family life. Labour is committed to achieving a better work-life balance for all workers. They have just launched a major review of maternity and paternity leave and pay and the shared parental leave system so that it best supports working families. The Employment Rights Bill also brings in new rights to protect pregnant workers from dismissal.

Labour are strengthening trade union rights, so unions can raise pay and conditions. We know that unionised workplaces are more likely to provide decent pay, better conditions, and benefits, such as holiday and sick pay, above the statutory minimum. That's why the Employment Rights Bill repeals the Trade Union Act and the new Tory anti-strike laws and reduces unnecessary burdens on unions. The Bill introduces new rights to help unions recruit, organise and win a better deal for their members. This includes strengthening unions' rights on recognition, a new right for unions to access workplaces, new and strengthened protections for trade union reps and officials, and new rights for union Equality Reps.

Labour are strengthening protections against fire and rehire and cracking down on exploitative zero-hours contracts. New protections in the Bill make it harder for bad employers to threaten to fire you if you don't accept cuts in pay or conditions. The Bill also means workers will have the right to a contract that reflects the number of hours they regularly work, reasonable notice of any changes in shifts and fair compensation for cancelled and curtailed shifts.

Labour will reverse the decades-long decline in collective bargaining, using Fair Pay Agreements to drive up pay and conditions. Labour believes strong collective bargaining rights and institutions are key to tackling problems of insecurity, inequality, discrimination, enforcement and low pay. Labour are bringing in Fair Pay Agreements, creating Adult Social Care Negotiating Bodies in England, Wales and Scotland, and reinstating the School Support Staff Negotiating Body in England, to bring employers and unions together to negotiate and agree pay and conditions across the sectors. Labour will also assess how Fair Pay Agreements could benefit other sectors of the economy, and are committed to strengthening the rights of working people by empowering workers to organise collectively through trade unions.

But that's just the start... Labour are also committed to: banning unpaid internships, electronic and workplace balloting for unions, the greatest wave of insourcing in a generation, making sure the minimum wage is a real living wage that people can live on, strengthening TUPE rights, consultation and negotiation rights for the use of surveillance technology at work, requiring large employers to implement action plans to close the gender pay gap, race and disability pay gap reporting, setting a regulatory and enforcement unit for equal pay, ensuring that outsourcing of services can no longer be used by employers to avoid paying equal pay, reviewing and updating health and safety guidance and regulations... and more!

Trade unions were founded to fight for working people, and unions are organising and winning a better deal for workers every single day.

After 14 years of Tory chaos we're finally seeing a return to Government acting in the interests of working people and their families. Labour's New Deal is starting to deliver for workers, by enshrining the rights they should be able to rely on in law, giving unions new rights to help them organise and win for their members, and putting power back in the hands of working people.

Working people need better rights, stronger unions and a Labour Government to deliver the new deal at work they deserve.

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