

Summary of the key manifesto pledges of the three main political parties affecting employment law, employee incentives and immigration

| | CONSERVATIVE | LABOUR | LIBERAL DEMOCRATS |
|--------------------------|--|--|---|
| EMPLOYMENT STATUS | <ul style="list-style-type: none"> • Commitment to "properly protect" the interests of those working the gig economy following the conclusion of the Taylor Review. | <ul style="list-style-type: none"> • Creation of an independent commission to modernise the law on employment status. • All workers to be given "equal employment rights" regardless of their employment status. • New statutory definitions of "self-employed", "worker" and "employee". • Ban on the use of umbrella companies and other structures aimed at limiting employment rights. • Ban on the use of unpaid internships. • Ban on the use of zero hours contracts. • A new statutory right for short hours workers who work regular hours for more than twelve weeks to move to a regular hours contract. | <ul style="list-style-type: none"> • Commitment to modernise employment rights following the conclusion of the Taylor Review. • End abuse of zero hours contracts. • New statutory right for workers to request a fixed term contract. • Consultation on introduction of right to make regular patterns of work contractual after a certain period of time. |

| | | | |
|---------------------------------------|--|---|--|
| | | <ul style="list-style-type: none"> • Shifting the burden of proof in employment status claims so that the burden is on the employer to prove a worker is not an employee. • Employment agencies and end-users to become jointly responsible for upholding the employment rights of agency workers. | |
| REMUNERATION AND PAY REPORTING | <ul style="list-style-type: none"> • National Living Wage to be increased to reach 60% of median earnings by 2020. • Extension of the remit of the directors' remuneration regime by making executive pay packages subject to annual votes by shareholders. • Require listed companies to publish the ratio of executive pay to the broader UK workforce's pay. • Employers to publish more data on their gender pay gap under the gender pay gap reporting legislation. • Introduction of compulsory race pay gap reporting for large employers. | <ul style="list-style-type: none"> • National minimum wage for workers aged 18 or over to be increased to the same level as the National Living Wage. Both to be increased to £10 per hour by 2020. • Increase the number of prosecutions of employers who fail to pay the national minimum wage. • Reinstate the Agricultural Wages Board to regulate wages and employment standards in the agricultural sector. • Introduction of a maximum pay ratio between the highest and lowest paid of 20:1 for: (i) public sector employers; and (ii) private sector employers bidding for public contracts. • Introduction of an excessive pay levy on companies with workers on "very high pay". [<i>Press reports refer to 2.5% levy on earnings above £330,000 and 5% on those above £500,000 but this is not set out in the manifesto</i>] | <ul style="list-style-type: none"> • Independent review into how to set a genuine living wage. • Require employers to publish data on the numbers of workers earning less than the living wage and the ratio between the top and median pay. • Encourage employee ownership by giving staff in listed companies with 250+ employees the right to request shares, to be held in the trust for the benefit of the workforce. • Introduction of compulsory monitoring and reporting on gender, race and LGBT employment levels and pay gaps. • Require binding and public votes of board members on executive pay policies. [<i>The intention of this provision is unclear. It may be seeking to refer to a binding public</i> |

| | | | |
|--------------------------------------|--|---|--|
| | | <ul style="list-style-type: none"> • Introduction of an independent body to ensure compliance with gender pay gap reporting law. • Introduction of compulsory equal pay audits for large employers, aimed at closing the ethnicity pay gap. | <p><i>vote on annual executive pay as there is already a binding public vote on executive pay policy for listed companies.]</i></p> |
| PREGNANCY AND FAMILY-FRIENDLY | <ul style="list-style-type: none"> • Support for employers to employ parents and carers returning to the workplace after taking time out to look after children or care for a relative. | <ul style="list-style-type: none"> • Introduction of mandatory workplace risk assessments for pregnant women. • Review of support offered to women in the workplace that have suffered miscarriages. • Statutory paid paternity leave to be increased from two to four weeks and statutory paternity pay to be increased. • Statutory maternity pay period to be extended from nine to twelve months. | <ul style="list-style-type: none"> • Removal of the service requirement for the right to take paternity leave and shared parental leave and the right to request flexible working arrangements. These would become "Day 1" rights. • Introduction of one month "use it or lose it" shared parental leave for fathers (in addition to statutory paternity leave). |
| EQUALITY | <ul style="list-style-type: none"> • Extension of discrimination protection to those suffering from mental health conditions which are "episodic and fluctuating". | <ul style="list-style-type: none"> • Reform of the Equality Act 2010 to make it easier for disabled workers to raise discrimination issues. • Terminal illness to be made a protected characteristic under the Equality Act 2010. • Enhance protections for women unfairly made redundant after having children. | <ul style="list-style-type: none"> • Compulsory name-blind recruitment in the public sector (and to be encouraged in the private sector). • Guarantee the freedom to wear religious or cultural dress. • Reforms to better protect transgender people (to cover gender identity and expression as well as gender reassignment). |

| | | | |
|-------------------------------|--|---|--|
| | | <ul style="list-style-type: none"> • Reforms to better protect transgender people (to cover gender identity as well as gender reassignment). • Reinstate employers' liability for third party harassment. | <ul style="list-style-type: none"> • Extension of the Equality Act 2020 to cover caste discrimination. |
| TIME OFF WORK | <ul style="list-style-type: none"> • New statutory right to take unpaid time off to care for sick relatives who require full-time care. • New statutory right to child bereavement leave. <i>[The manifesto does not state the length of the proposed leave or whether it will be paid or unpaid.]</i> • New statutory right to request unpaid time off for training for all employees. <i>[Currently this right exists only for employees of large employers].</i> | <ul style="list-style-type: none"> • Introduction of four new Bank Holidays, which will supplement the current statutory holiday entitlement of 28 days for a full time worker. • Consultation on the introduction of new statutory right to bereavement leave. • New right to paid time off work for an equality representative. | <ul style="list-style-type: none"> • See "<i>Family-Friendly</i>" proposals above. |
| BREXIT AND IMMIGRATION | <ul style="list-style-type: none"> • End of freedom of movement and promise to reduce migration levels to tens of thousands via a new immigration system. • Workers' rights to be protected after Britain has left the European Union. EU law to be converted into UK law by the Great Repeal Bill. • The Immigration Skills Charge paid by companies employing migrant | <ul style="list-style-type: none"> • End of freedom of movement and introduction of a new immigration system. • Unilateral guarantee of the rights of existing EU nationals in the UK. • Workers' rights to be protected after Britain has left the European Union. EU law protections to be guaranteed in UK law by the EU Rights and Protections Bill. | <ul style="list-style-type: none"> • Remaining part of the Single Market and preserving freedom of movement "as far as possible". • Commitment to a second referendum on the Brexit deal with an option to remain in the European Union. • Unilateral guarantee of the rights of existing EU nationals in the UK. |

| | | | |
|---|--|--|---|
| | <p>workers to be increased from £1,000 to £2,000 per year by 2022.</p> <ul style="list-style-type: none"> • Increase to the earnings threshold for those wishing to sponsor migrants for family visas. | <ul style="list-style-type: none"> • New legislation to limit employers that have an "overseas only" recruitment policy. | <ul style="list-style-type: none"> • Protecting existing social rights and equality laws. |
| REORGANISATIONS AND BUSINESS TRANSFERS | <ul style="list-style-type: none"> • New right for employees to request information relating to the future direction of the company, for example about takeovers and reorganisations. | <ul style="list-style-type: none"> • Amend the Takeover Code to protect workers' and pensioners' rights in certain mergers and acquisitions. • Repeal the changes made to the TUPE regulations in 2014. <i>[It is not clear whether this means some or all of the 2014 reforms.]</i> • Introduction of a "right to own" policy that will make employees the "buyer of first refusal" when the company they work for is up for sale. | <ul style="list-style-type: none"> • No proposals. |
| BOARDROOM MATTERS | <ul style="list-style-type: none"> • Require listed companies to take one of the following measures to improve employee representation at board level: (i) nominate a board director from the workforce; (ii) create a formal employee advisory council; or (iii) assign specific responsibility for employee representation to a designated non-executive director. • Continuation of existing initiatives to improve the number of female directors on boards. | <ul style="list-style-type: none"> • Accept the recommendations of the Parker Review to improve the ethnic diversity of UK boards. • Reform company law so that directors owe duties to employees. | <ul style="list-style-type: none"> • Continuation of existing initiatives to improve the number of female directors on boards, aiming for at least 40% female boards in FTSE 350 companies. • Accept the recommendations of the Parker Review to improve the ethnic diversity of UK boards. • Strengthen worker participation (e.g. staff representation on remuneration committees and worker |

| | | | |
|------------------------|---|--|---|
| | <ul style="list-style-type: none"> • Pensions Regulator to be given new powers to issue fines and disqualify company directors who have wilfully left a pension scheme under resourced. • Consideration will be given to introducing a new criminal offence for directors who deliberately or recklessly put at risk the ability of a pension scheme to meet its obligations. | | <p>representation on the boards of listed companies).</p> <ul style="list-style-type: none"> • Reform company law to permit a two-tier board structure to include employees. • Reform directors' duties to include a consideration of employee welfare. |
| TRADE UNIONS | <ul style="list-style-type: none"> • No proposals. | <ul style="list-style-type: none"> • Repeal the Trade Union Act 2016. • Introduction of electronic balloting for industrial action. • Introduction of sectoral collective bargaining. • All workers to be given the right to receive union representation. • Guarantee all unions access to the workplace to speak to members and/or recruit new members. • Public contracts only to be awarded to private sector employers that recognise unions. | <ul style="list-style-type: none"> • No proposals. |
| APPRENTICESHIPS | <ul style="list-style-type: none"> • No proposals. | <ul style="list-style-type: none"> • Double the number of completed apprenticeships by 2022. | <ul style="list-style-type: none"> • No proposals. |

| | | | |
|----------------------|---|---|--|
| | | <ul style="list-style-type: none"> • New targets to make apprenticeships more accessible e.g. to those with disabilities. • New rules to give employers more flexibility on how they use the funding from the Apprenticeship Levy. • Schools to be exempted from paying the Apprenticeship Levy. | |
| TRIBUNALS | <ul style="list-style-type: none"> • No proposals. | <ul style="list-style-type: none"> • Abolition of the Employment Tribunal fees system. • Extension of time period for claimants to lodge a maternity discrimination claim from three to six months. | <ul style="list-style-type: none"> • Abolition of the Employment Tribunal fees system. |
| MISCELLANEOUS | <ul style="list-style-type: none"> • Requirement for employers to provide appropriate first-aid training and needs-assessment for mental health risks. • Employers to be given one year's relief from the employer's National Insurance Contributions in exchange for employing certain vulnerable individuals such as: the disabled, those with chronic mental health problems, former convicts, the long-term unemployed and former wards of the care system. | <ul style="list-style-type: none"> • Creation of a new Ministry of Labour responsible for ensuring the enforcement of employment rights. | <ul style="list-style-type: none"> • Consolidation of relevant enforcement agencies to strengthen the enforcement of employment rights. |