



Llywodraeth Cymru
Welsh Government

Employment Rights Bill

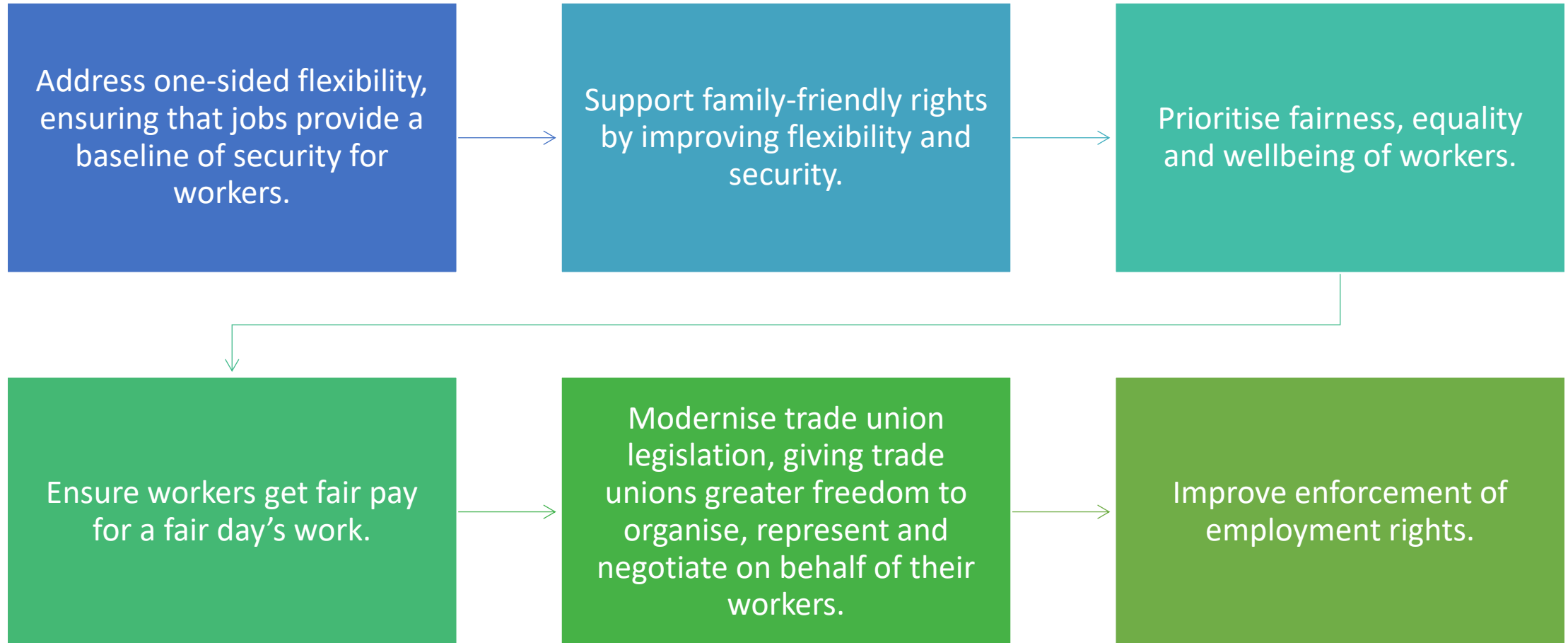
Presentation to the
Gender Equality Forum

December 2024

Context

- Key part of UK Government's [Plan to Make Work Pay](#).
- Intended to help more people to stay in work, improve job security and boost living standards.
- Introduced in the House of Commons on 10 October and currently in Committee stage.
- Most reforms intended to come into force in 2026.

Purpose



Overview

A new right to guaranteed hours based on hours worked during a reference period, compensation for short-notice cancellation of shifts.

Limit 'fire and rehire' and 'fire and replace' practices.

Provide for a day one right to protection from unfair dismissal.

Removal of the qualifying periods for parental leave and paternity leave, and an extension on entitlement to bereavement leave.

Strengthened collective redundancy rights.

Strengthened employers' duty to prevent sexual harassment of their employees.

Strengthened gender pay gap reporting.

Improve access to Statutory Sick Pay (SSP) by removing the Lower Earnings Limit (LEL) and removing the waiting period.

Re-instate the School Support Staff Negotiating Body (England-only on introduction).

Establish a Fair Pay Agreements (FPA) process in the adult social care sector.

Strengthen existing tipping law to ensure workers receive their tips in full.

Re-introduce the two-tier code on procurement.

Modernise trade union legislation to give trade unions greater freedom to organise, represent and negotiate.

Repeal the Strikes (Minimum Service Levels) Act 2023 and repeal the Trade Union Act 2016.

Strengthen trade unions' right of access and simplify the trade union recognition process.

New rights and protections for trade unions representatives and a duty for employers to inform workers of their right to join a trade union.

Improve enforcement of employment rights through establishing the Fair Work Agency.

Notable provisions

- Introducing **Equality Action Plans** – setting out how to address gender pay gap issues and support employees going through the menopause.
- Strengthening employers' obligations on **preventing sexual harassment**.
- Expanding **'day 1' employment rights**.
- New **protections from dismissal** for a woman who is pregnant and for six months after her return to work
- Strengthening **flexible working**.