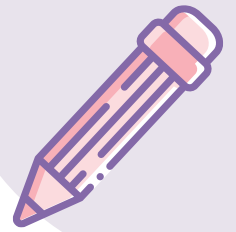


20 POINT PLAN



The next Labour government will bring in a 20-point plan for security and equality at work

- 1** Give all workers equal rights from day one, whether part-time or full-time, temporary or permanent - so that working conditions are not driven down.
- 2** Ban zero hour's contracts - so that every worker gets a guaranteed number of hours each week.
- 3** Legislate to ensure that any employer wishing to recruit labour from abroad does not undercut workers at home - because it causes divisions when one workforce is used against another.
- 4** Repeal the Trade Union Act and roll out sectoral collective bargaining - because the most effective way to maintain good rights at work is collectively through a union.
- 5** Guarantee trade unions a right to access workplaces - so that unions can speak to members and potential members.
- 6** Propose four new public holidays - bringing our country together to mark our four national patron saints' days. These will be additional to statutory holiday entitlement so that workers in Britain get the same proper breaks as in other countries.
- 7** Raise the Minimum Wage to the level of the Living Wage (expected to be at least £10 per hour by 2020) - for all workers aged 18 or over, so that work pays.
- 8** End the Public Sector Pay Cap - because public sector workers deserve a pay rise after years of falling wages.
- 9** Amend the takeover code to ensure every takeover proposal has a clear plan in place to protect workers and pensioners - because workers shouldn't suffer when a company is sold.

- 10** Roll out maximum pay ratios of 20:1 in the public sector and in companies bidding for public contracts – because it cannot be right that wages at the top keep rising while everyone else’s stagnates.
- 11** Ban unpaid internships – because it’s not fair for some to get a leg up when others can’t afford to.
- 12** Enforce all workers’ rights to trade union representation at work – so that all workers can be supported when negotiating with their employer.
- 13** Abolish employment tribunal fees – so that people have access to justice.
- 14** Double paid paternity leave to four weeks and increase paternity pay – because fathers are parents too and deserve to spend more time with their new babies.
- 15** Strengthen protections for women against unfair redundancy because no one should be penalised for having children.
- 16** Hold a public inquiry into blacklisting – to ensure that blacklisting truly becomes and remains a thing of the past.
- 17** Give equalities reps statutory rights – so they have time to protect workers from discrimination.
- 18** Reinstate protection against third party harassment – because everyone deserves to be safe at work.
- 19** Use public spending power to drive up standards, including only awarding public contracts to companies which recognise trade unions.
- 20** Introduce a civil enforcement system to ensure compliance with gender pay auditing – so that all workers have fair access to employment and promotion opportunities and are treated fairly at work.