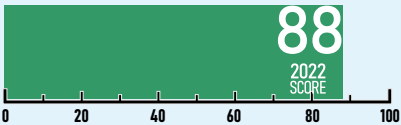


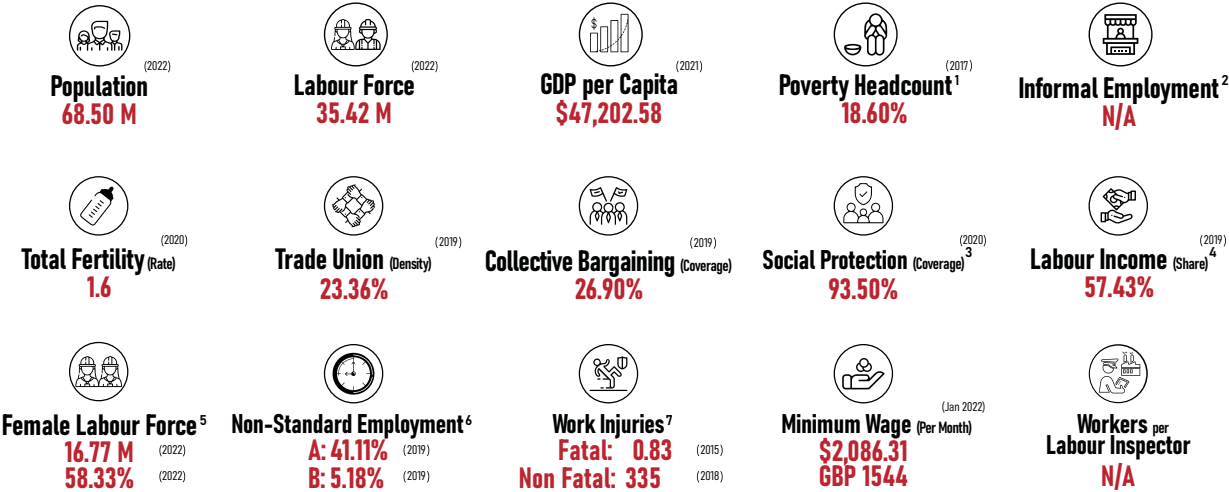


United Kingdom



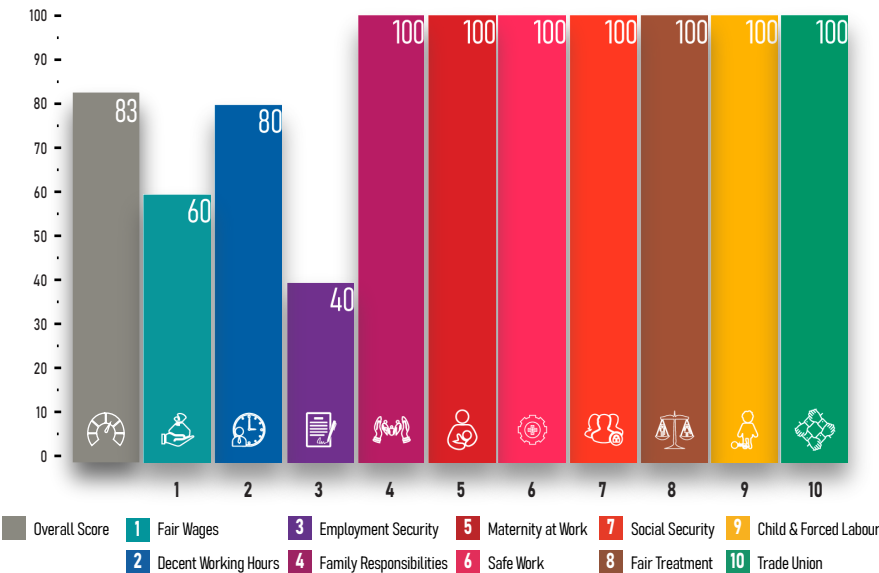
81 2020 SCORE
Western Europe
High Income
Approaching Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

The United Kingdom of Great Britain and Northern Ireland's overall score is 83 out of 100. The overall score for the United Kingdom of Great Britain and Northern Ireland is lower than the regional average observed across Western Europe (89). Within the Western European region, the highest score is observed for Belgium (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1
² Share of informal employment in total employment (%), as measured under SDG 8.3.1
³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1
⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1
⁵ The female labour force is shown in absolute number along with the female labour force participation rate
⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)
⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:
(90.5-100) Decent Work | (80.5-90.5) Approaching Decent Work | (70.5-80.5) Reasonable Access to Decent Work | (60.5-70.5) Limited Access to Decent Work | (50.5-60.5) Basic Access to Decent Work | (0-50.5) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	The National Minimum Wage Regulations 1999; National Minimum Wage Act, 1998	●
	Does the law require regular payment of wages?	Yes	§1 & 8-10 of Employee Rights Act 1996; Regulation 10 of the National Minimum Wage Regulations 1999	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	No	No applicable legal provisions could be located	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§21 and 24 of the Working Time Regulations, 1998	●
	Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	●
2. Decent Working hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§234 of Employment Rights Act (ERA), 1996; Regulation 4 of the Working Time Regulations 1998	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§4 of the Working Time Regulations 1998	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§11 & 23 of the Working Time Regulations 1998	●
	Does the law require paid public holidays?	No	No applicable legal provisions could be located	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§13 & 13-A, 15, 16 & 18 of Working Time Regulations 1998	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§1-4 of Employment Rights Act (ERA), 1996	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	Regulation 8 (2 & 5) of the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§108 of the ERA amended by the Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order 2012	●
	Does the law require a 30-day notice before contract termination?	No	§108 of the Employment Rights Act (ERA), 1996	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§135, 155 & 162 of the Employment Rights Act (ERA), 1996; Schedule to the Employment Rights (Increase of Limits) Order 2011	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§76-77 of ERA, 1996; The Maternity and Parental Leave Regulations, 1999; Parental Bereavement (Leave and Pay) Act 2018	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§80A & 80AA of ERA, 1996; §45 of the Paternity and Adoption Leave (Amendment) (No. 2) Regulations 2014	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§80(F-H) of Employment Rights Act 1996; The Flexible Working (Eligibility, Complaints and Remedies) Regulations 2002	●
	Does the law require paid nursing breaks?	Yes	Workplace (Health, Safety and Welfare) Regulations 1992; §71-73 of Employment Rights Act 1996	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§39 of the Equality Act, 2010	●
5. Maternity at Work	Does the law require paid maternity leave of at least 14 weeks?	Yes	§71-73 of Employment Rights Act 1996	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§2-6 of The Statutory Maternity Pay (General) Regulations, 1986; The Maternity and Parental Leave etc. Regulations 1999	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§2-6 of The Statutory Maternity Pay (General) Regulations, 1986; The Maternity and Parental Leave etc. Regulations 1999	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§99 of the Employment Rights Act 1996; §20 of the Maternity and Parental Leave etc Regulations 1999	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§2(2e) & Schedule III of the Health and Safety at Work etc. Act, 1974; Personal Protective Equipment at Work Regulations 1992	●
6. Safe Work	Does the law require the employer to train workers on health and safety issues?	Yes	§2(2c & 3) of the Health and Safety at Work etc. Act, 1974	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	Regulation 16-18 of the Management of Health and Safety at Work Regulations 1999	●
	Does the law provide for employment injury benefit?	Yes	§94-111 of the Social Security Contributions and Benefits Act 1992	●
	Does the law provide for an old age pension?	Yes	Pensions Act 2014; §43-55 of the Social Security Contributions and Benefits Act 1992	●
	Does the law provide for a dependants/survivors' pension?	Yes	Pensions Act 2014; §36-42 of the Social Security Contributions and Benefits Act 1992	●
7. Social Security	Does the law provide for unemployment benefit?	Yes	§25-30 of the Social Security Contributions and Benefits Act 1992	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§31-32 of the Social Security Contributions and Benefits Act 1992	●
	Does the law provide for invalidity benefit?	Yes	§33-34 of the Social Security Contributions and Benefits Act 1992; Pensions Act 2014	●
	Does the law require equal remuneration for work of equal value?	Yes	§64-71 of the Equality Act 2010; Equal Opportunities Act 2006	●
	Does the law prohibit sexual harassment in employment?	Yes	§26(2), 40, 120(1)(a) and 124(2)(b) of the Equality Act 2010; §26 of the Employment Rights Act 1996	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§4, 9, 13 & 19 of the Equality Act 2010; §13 & 19 of the Employment Rights Act 1996; Employment (Sex Discrimination) Act 2000	●
	Does the law allow women to do the same jobs as men?	Yes	No restrictive legal provisions could be located	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Social Security Contributions and Benefits Act 1992; Pensions Act 2014	●
	Does the law prohibit employment of children?	Yes	Children and Young Persons Act 1933	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§8 of the Education Act, 1996	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§3(4) & 19 of the Management of Health and Safety Regulations 1999	●
	Does the law prohibit forced labour?	Yes	Employment Rights Act 1996; Regulation 4 of the Working Time Regulations 1998	●
	Does the law allow workers to form and join unions of their own choice?	Yes	§47 of the Employment Rights Act 1996; Trade Union Act, 2016	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§70A-70C & 178 of Trade Union and Labour Relations (Consolidation) Act 1992; Trade Union Act, 2016	●
	Does the law provide for the right to strike?	Yes	§226, 229, 237 & 238, Trade Union and Labour Relations (Consolidation) Act 1992; §8-9, Trade Union Act, 2016; CEACR, C87, Obs. 2018	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§229, 237 & 238, Trade Union and Labour Relations (Consolidation) Act; §26 of Employment Relations Act 2004	●

Covid 19 and Labour Market in United Kingdom*

Total Covid Cases	23.16 Million
Total Covid Deaths	181,761
Partial Vaccinated	80.0%
Fully Vaccinated	75.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✓
Add. Unemployment Benefits	✗

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✗
Training (activation measures)	✓

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). No score is available for the United Arab Emirates on SDG 8.8.2
The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change