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- Chief Executive, Pellacraft

Who we are

The IER is a network of leading lawyers and employment rights experts, working with trade unions to develop and popularise a framework of law for the 21st century.

Established in 1989, we provide employment law education, research and analysis, public policy proposals and briefings to inform the debate over progressive alternatives to the status quo.

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debate the future of Working Time Regulations on Monday

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MPs to debate the future of Working Time Regulations on Monday



MPs will [debate the future of the Working Time Regulations](#) on Monday (25 January 2021) as the Labour Party forces a vote on ruling out any changes to the 48-hour working week, rest breaks and the entitlement to accrue holiday pay on overtime hours.

The outcome of that vote may clarify the intentions of the government after a week of mixed messages. Last week, the Department for Business, Energy and Industrial Strategy (BEIS) denied rumours that it was seeking to rip up EU-derived workers' rights, but Business Secretary, Kwasi Kwarteng has since admitted that he is [rethinking EU employment laws](#) (the UK should [Toughen](#)).

Kwarteng insisted that an ongoing consultation on the Working Time Regulations (which has been shared with a selection of business leaders) is not an attempt to 'whittle down' associated employment rights, but suspicions have been raised by his part in writing the right-wing *Britannia Unchained* report, which described British workers as 'siders' who needed to work longer and harder.

The Business Secretary dismissed concerns about his words in the 2012 book by saying it was written 'a long time ago' and that the thoughts of a 'bunch of backbench MPs' are no longer relevant.

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The IER welcomes the government's moves to protect jobs but warns millions may not be covered.

In these extraordinary times, action must be collective, not individual. We have been pleased to see the government take this on board in their Coronavirus efforts and in heeding the calls of unions to protect workers' wages.

However, the individualised nature of UK labour law does not readily adapt to emergency situations where collectivism is needed, even when the government pursues a collective response.

In the articles below, our experts explain the shortcomings of the law and how all of these issues can be quickly rectified.

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