

The Employment Legal Advice Network (ELAN) calls on the Future Mayor of London to promote:

A FAIRER WORKING LONDON

The situation for London workers

Prior to Covid-19, many Londoners were struggling to understand and access their rights relating to work. The pandemic has exacerbated the situation, especially for the most vulnerable workers, including those who are critical to London's recovery response – the cleaners, delivery drivers, healthcare workers, carers and hospitality staff. ELAN members and others in the voluntary sector experience a significant increase in employment related queries.

- Many Londoners earn less than the minimum wage and receive no holiday pay
- Precarious work and exploitation are on the rise
- The pandemic has exacerbated barriers for workers to access justice

The pandemic also continues to create complex legal situations, for example in relation to the 'no jobs no jobs' approach announced by some employers. At the same time, EU Londoners are increasingly experiencing the impact of Brexit at work. Many employers lack knowledge about the EU Settlement Scheme and as consequence workers have lost jobs or have been pressured to accept worse working conditions.

What the Mayor can do

To improve access to rights at work for all Londoners and promote good employment practices in the capital, we call on the Mayor to:

1. Press the Government to set up the proposed Single Enforcement Body as a matter of urgency and to engage worker rights organisations in a meaningful way throughout the remainder of the process.
2. Create a multi-stakeholder **Advisory Body** to:
 - a. support the delivery of the "Good Work for Londoners" objective of the London Recovery Board,
 - b. **set benchmarks** for monitoring whether London employers are achieving the Good Work Standard,
 - c. help promote the GLA's **Employment Rights Hub** as an essential element in a communication strategy to improve London's workers' knowledge about their rights and ability to access advice, taking into account digital exclusion, language barriers and disabilities,
 - d. monitor the **impact of Covid-19 and Brexit** on London's labour market and working conditions.

3. Ensure that all **GLA contracts and sub-contractor relationships** comply with employment law and the Good Work Standard.

Why should the Mayor do this?

London's recovery depends on millions of workers. It requires a healthy workforce, including in hotels, the hospitality sector, retail, healthcare and transport. During the pandemic these workers were recognised as [critical](#) but their places of work often do not even comply with the most basic workplace regulations. Even prior to the pandemic, many were left with no choice but to accept poor working conditions.

London cannot allow the lack of respect for the rights of workers hamper its prospects of fair post pandemic recovery, and permit rogue employers to derive unfair advantage from labour exploitation.

We believe that the Mayor should lead efforts to ensure access to fair working conditions for all workers in the capital and hear regularly from workers and those on the frontline about experiences in London's workplaces.

Supported by:

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Employment Legal Advice Network (ELAN), set up by Trust for London in 2014, is a network of over 60 organisations dedicated to ensuring that people in London are able to obtain advice about and enforce their employment rights and entitlements. The primary focus is on low-paid workers and those in precarious work.

Trust for London is the largest independent charitable foundation funding work which tackles poverty and inequality in the capital. Established in 1891, it was formerly known as City Parochial Foundation.