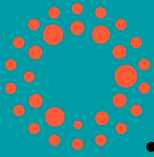


**EMPLOYMENT  
RIGHTS ACT 2025  
AND LIVING HOURS:  
EVERYTHING YOU  
NEED TO KNOW**

# LIVING HOURS AND THE EMPLOYMENT RIGHTS ACT 2025: SUMMARY OF DIFFERENCES



## Key points:

- The Living Wage Foundation welcome the steps the UK government is taking to tackle insecure work in the Employment Rights Act 2025 (ERA).
- Important ERA measures include the right to a guaranteed hours contract and to reasonable notice of shifts, with some payment to be made to workers for shifts changed at short notice.
- The Government estimates that 2.1m workers may benefit from these measures. However, 6.1m workers are in insecure work; of which 3.4m are in low-paid insecure work. While 55% of shift workers get less than one week's notice of their shifts.
- Insecure work is a problem that will not be solved through this Act alone. We need a culture change and a business movement that invests in work security. Where businesses provide the stability and security that workers need, they reap the benefits in terms of improved productivity, commitment, morale, reduced sickness absence, recruitment and retention.
- The detail of workers in scope and how high these standards will be set are still to be consulted on,\* with employer implementation not due until 2027.
- The ERA will constitute a strong floor of new minimum rights, but Living Hours goes further:



	ERA	Living Hours
Is it law?	Law from 2026-27 (Living Hours relevant measures will be introduced in 2027)	Voluntary
How is it set?	To be determined through public and stakeholder consultation in 2026.	Based on listening with over 700 community leaders, employers, trade unions and experts.

# LIVING HOURS AND THE EMPLOYMENT RIGHTS ACT 2025: SUMMARY OF DIFFERENCES



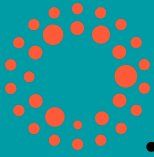
	ERA	Living Hours
Who is covered?	<p>Pending consultation. Likely to include:</p> <ul style="list-style-type: none"> <li>• zero hours contracted workers,</li> <li>• ‘low hours workers’ to be defined,</li> <li>• and possibly some shift workers.</li> </ul>	<p>All lower-paid workers employed by Living Hours employers who do not have guaranteed hours.</p>
What does it provide?	<ul style="list-style-type: none"> <li>• A ‘Guaranteed Hours Offer’ that reflects regular working hours after a period of time.</li> <li>• ‘Reasonable shift notice,’ this looks to be based on a guidance definition only of what is reasonable. Employees would need to go to employment tribunal to contest this.</li> <li>• Payment if shifts are cancelled at ‘short notice’. Definition and payment to be consulted upon.</li> <li>• No minimum hours protection.</li> </ul>	<ul style="list-style-type: none"> <li>• A contract that reflects regular hours worked, based on a 12 week reference period.</li> <li>• Four weeks’ shift notice.</li> <li>• Shifts cancelled at less than four weeks paid in full.</li> <li>• Contracts of no less than 16 hours a week, to anyone who wants it.</li> </ul>



*\*As the requirements of employers in these areas will not become clear until further consultation and the creation of secondary legislation and statutory guidance, this table reflects our best current analysis of the differences between Living Hours and the Act’s provisions.*

# LIVING HOURS AND THE EMPLOYMENT RIGHTS ACT 2025: SUMMARY OF DIFFERENCES

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## **Key points (continued):**

- As with the national minimum wage and the Real Living Wage, the measures within the Employment Rights Act can be viewed as the minimum government legal 'floor', while Living Hours is the 'stretching standard' for employers who want to go further.
- Almost 300 Living Hours Employers are already going beyond the measures contained in the Act. They provide a contract that reflects hours worked, ensure workers have a guaranteed minimum of 16 hours work a week, and a month's notice of shift patterns.
- By becoming Living Hours accredited, employers exceed compliance with new legislation coming in and can stand out as a leading responsible business. Living Hours is a tried and tested benchmark for tackling insecure work, based on extensive consultation with employers and workers.

# LIVING HOURS AND THE EMPLOYMENT RIGHTS ACT 2025



**Join a movement of responsible employers driving up standards of good work so that everyone has a decent standard of living now and in the future.**

Living Hours accreditation is a practical way to help tackle in-work poverty and support employees to thrive. It is based on extensive consultation with employers and workers. The Employment Rights Act (ERA) introduces the minimum legal 'floor' on work security. As a Living Hours Employer, you will exceed compliance with the new legislation, and stand out as one of the leading responsible businesses in the UK.



**With decent pay and work security, employees thrive and so do businesses.**

Happier and well-supported employees are more productive and more likely to stay in their jobs. By accrediting as a Living Hours Employer, you will go beyond the legal minimums set out in ERA and differentiate yourself as a leading employer. In the process, you will also improve retention and productivity and lower recruitment costs.



**Stand out as a responsible employer in your region and industry.**

Living Hours accreditation demonstrates to your employees, customers and community that you're choosing to do the right thing by your workforce. When the ERA comes into force, you'll have a proven track record that sets you apart from the businesses meeting minimum requirements.



# LIVING HOURS AND THE EMPLOYMENT RIGHTS ACT 2025



## **Tackle in-work poverty and support your employees to flourish.**

Becoming a Living Hours Employer is a practical way to provide the stability and security your workers need, going beyond what the Employment Rights Act mandates. As a Living Hours Employer, you play a role in shaping the future of work, rather than simply responding to it.



## **Access resources and tailored support to make accreditation easier.**

The Living Wage Foundation team will support you through the process—no matter where you are on your journey to providing secure working practices. Getting started now means you can build robust systems that take you beyond ERA compliance, rather than rushing to comply under time pressure.



## **The business case is clear.**

As a Living Hours Employer, you join a movement of thousands of responsible businesses who have chosen to transform millions of people's lives in the UK by providing employees with the secure working hours they need to thrive. 94% employers report having benefitted from their accreditation with the Living Wage Foundation.

**To find out more about Living Hours submit a [website enquiry](#) or email us on [living.hours@livingwage.org.uk](mailto:living.hours@livingwage.org.uk)**

