



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

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.



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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

