2020: KEY THEMES AND TRENDS IN EMPLOYMENT LAW

Rebecca Kitson and Shakeel Dad



WHAT ARE WE GOING TO COVER?

Transparency

Discrimination

Status

Working time

Employer liability

On the horizon



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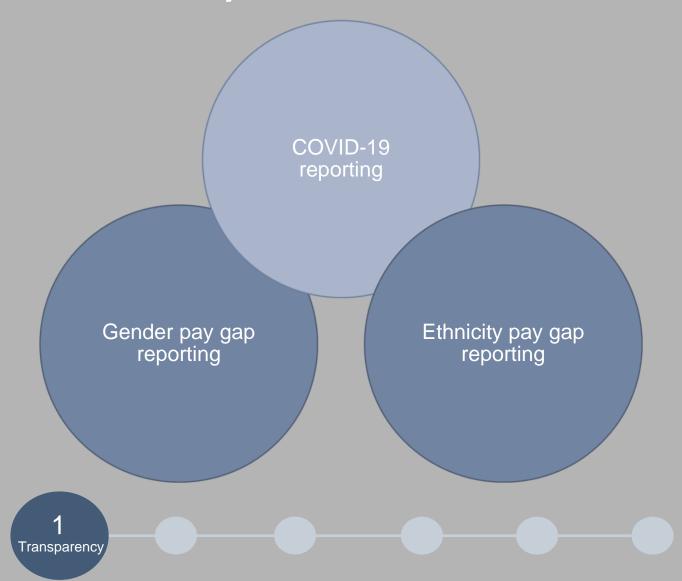


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TRANSPARENCY TO DRIVE SOCIAL CHANGE (AND SOCIAL CONSCIENCE)



GENDER PAY GAP REPORTING

• **2018**: 17.9%

• **2019**: 17.3%

GPG decrease

GPG increase?

- 2020: Only ½ of companies chose to report
- COVID-19 effect

- **2021**: *TBC*
- Calls to report on 100+ employees

Wider reporting?



ETHNICITY PAY GAP REPORTING

Consultation closed

January 2019

Black Lives Matter
Commission on Race and
Ethnic Disparities set up

July 2020

23% of companies calculated ethnicity pay gap for 2020 (compared to 5% in 2018)

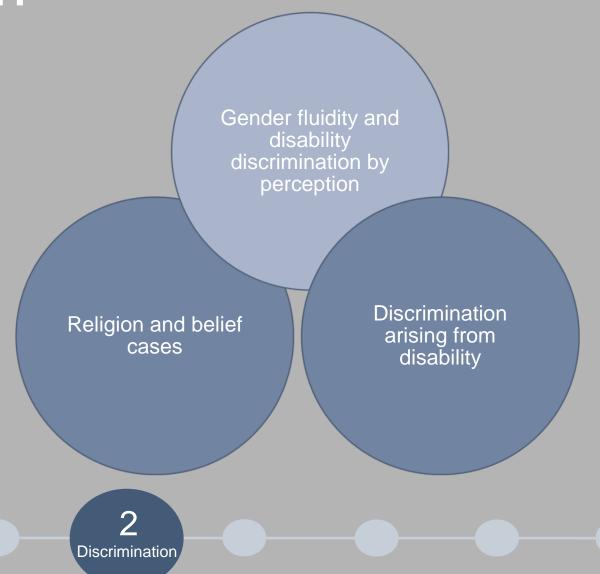
PWC survey, August 2020

Commission on Race and Ethnic Disparities due to report

December 2020



WIDENING SCOPE OF DISCRIMINATION PROTECTION?



RELIGION AND BELIEF: WHAT AMOUNTS TO A BELIEF?





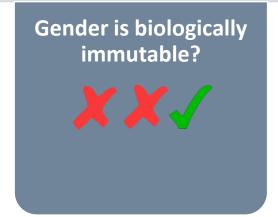




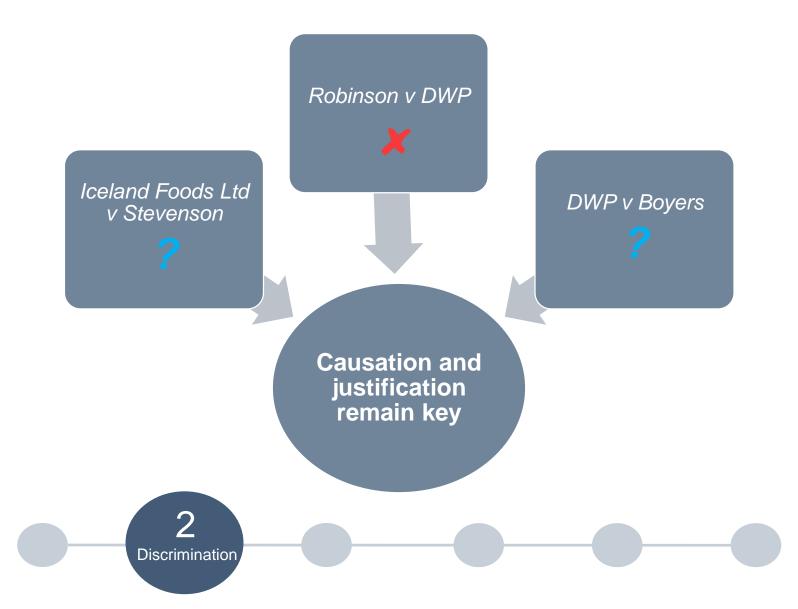
Scottish independence?



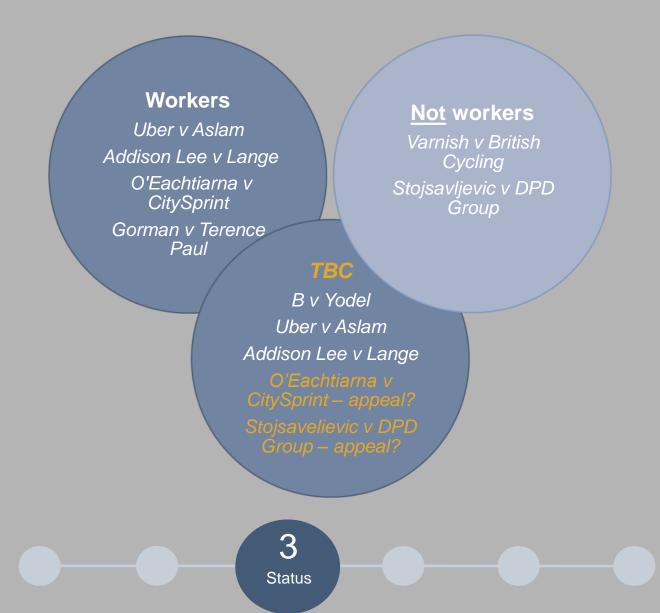




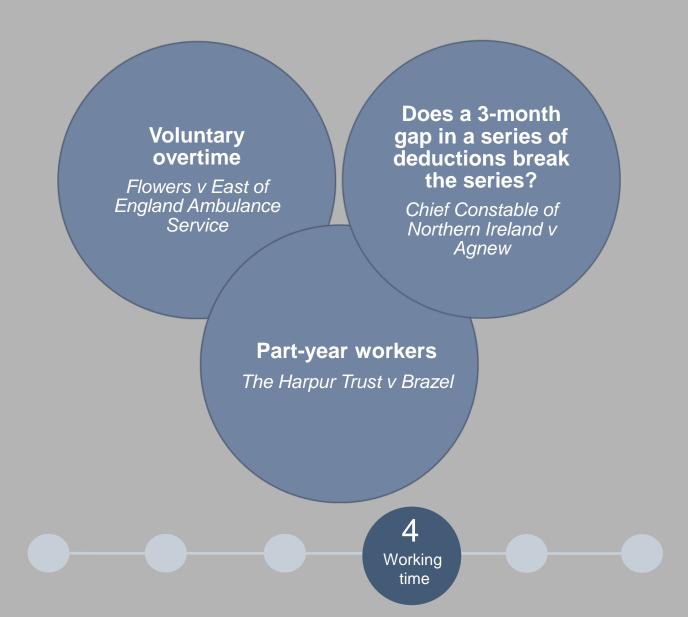
DISCRIMINATION ARISING FROM DISABILITY



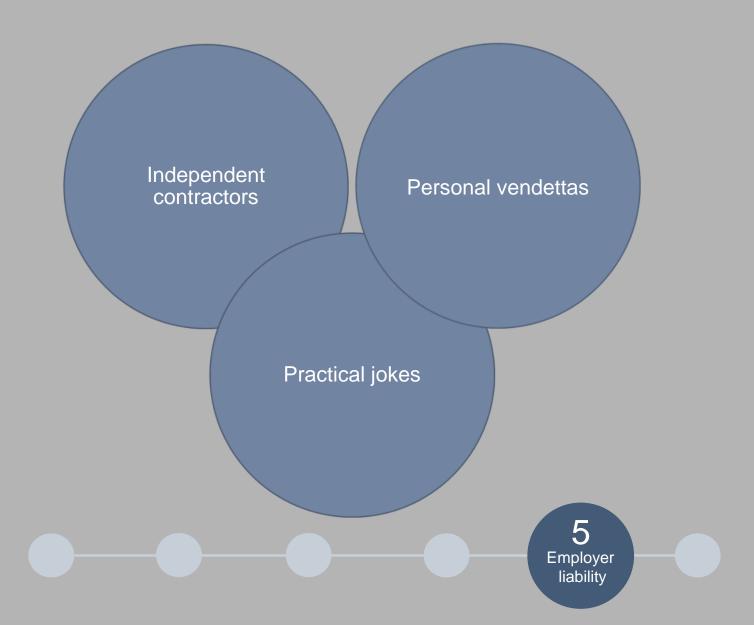
STATUS: CONTROL AND MUTUALITY REMAIN KEY



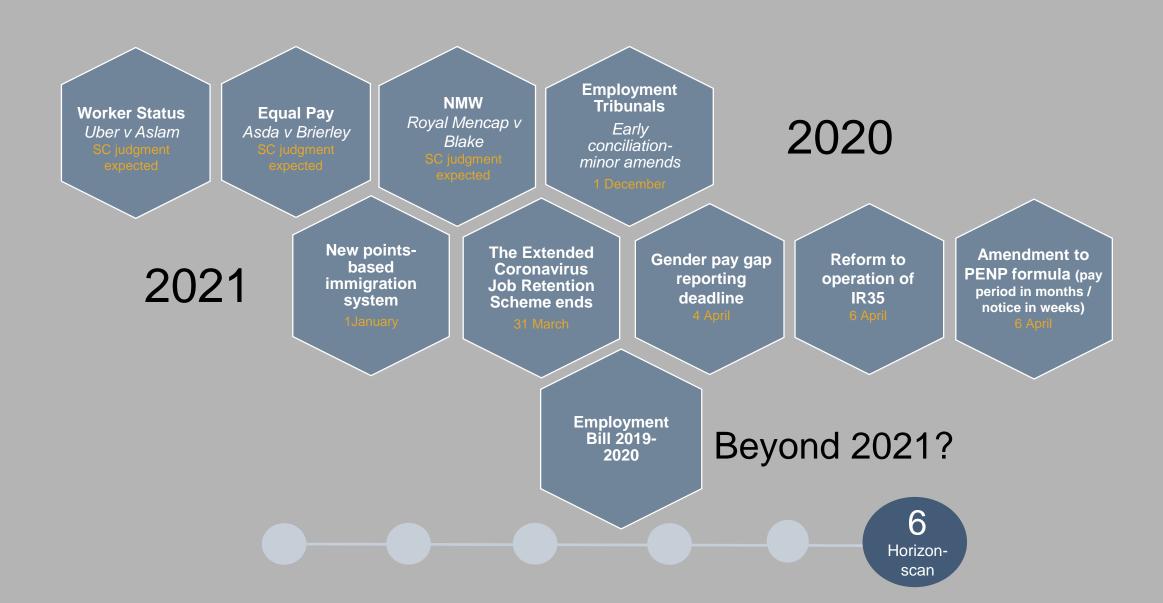
HOLIDAY PAY: CONTINUING CONUNDRUM



NARROWING OF EMPLOYER LIABILITY



WHAT'S ON THE HORIZON?



KEY THEMES AND TRENDS IN EMPLOYMENT LAW 2020

Please send any follow up questions to Laura.Klair@addleshawgoddard.com

The next session today (*Whistleblowing* – a new pandemic?) starts at 10.50am – please click separate link

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