

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

A FAIRER WORKING LONDON

Many workers in London are getting a raw deal as their employers deliberately flout the law.

- The minimum wage is not being paid especially to caterers, carers and cleaners
- Wages and holiday pay are being unlawfully withheld
- Vulnerable workers are being exploited
- Half of employment tribunal awards remain unpaid

Many workers are unaware of their rights and have limited access to advice.

These practices undermine the many good employers in London who abide by the rules.

We call on the Mayor to tackle unlawful and exploitative employment practices in London.

We propose that the Mayor set up a body:

- To monitor the existing mechanisms for enforcement
- To advise the Mayor on how employment rights could be better enforced
- To publicise employees' rights and where they can find advice
- To monitor poor employment practices including phoenix companies and exploitation of workers.
- To ensure that all GLA contracts and sub contractors comply with employment law
- To name and shame those who flout the law.

Why is this important?

This is important because London depends on its millions of workers. It is a magnet both nationally and internationally. All employers in the capital need to know that they have to abide by the law and will be named and shamed if they break it.

The Low Commission found that the increase in Employment Tribunal fees meant that far fewer people were using them and even when they won, in half the cases the employers refused to honour the award. Employment advice agencies, which are suffering from severe funding cuts, are struggling to meet demand; yet Citizens Advice Bureaux say that most workers do not know where to get information or advice.

London cannot allow sectors like hotel, catering and cleaning to flout the law because they often have the most vulnerable or desperate workers: migrants with a poor knowledge of English desperate to keep their job. These are also the sectors most likely to use zero hours contracts as exploitation.

We have to stop 'phoenix companies': those who close up owing wages and other debts (including to HMRC) then open under a different name often in the very same premises.

This concerns statutory rights, which have been passed by Parliament and are enforced by the many good employers in the city. We believe that the Mayor of London should ensure justice for all workers in the capital.

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London Legal Support Trust
Legal Advice Centre (University
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Trust for London
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The Employment Legal Advice Network (ELAN) is a network of employment rights advisors providing advice to low-income workers in London. It consists of not for profit organisations including law centres and advice agencies.

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.