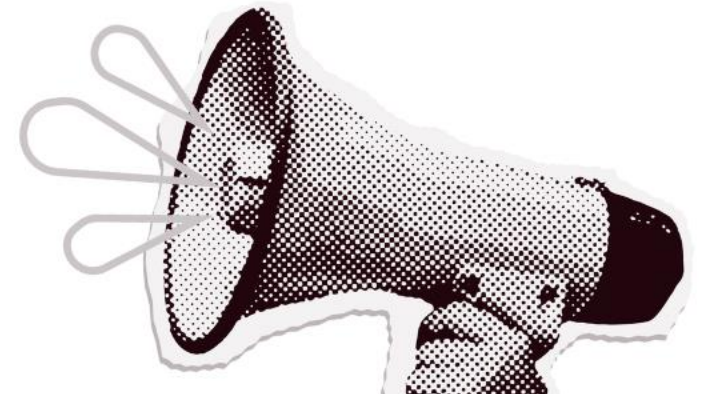


Union Rights & Recognition in Your Workplace - The Good Jobs Bill



Townhall Meeting



Good Jobs Information Session 3rd December 2025



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Department for the
Economy
An Roinn
Geilleagair
www.economy-ni.gov.uk

Employment Rights Bill



Creating a globally competitive economy that works for everyone

Employment rights reform

- Minister's Economic Vision - Good Jobs
- Programme for Government:
“By the end of this mandate, we will have [...] considered an Employment Rights Bill for introduction in the Assembly”

Employment rights reform

- July-Sep 2024: public consultation
- 28 April 2025: Minister's Statement
- From May 2025: working with Office of the Legislative Counsel (OLC) on drafting

Good Jobs Bill – 4 key aspects

- Terms of Employment
- Pay and benefits
- Voice and Representation
- Work-life balance

Terms of Employment	Pay and benefits	Voice and Representation	Work-Life Balance
Zero hours contracts	Tipping – fair distribution	Trade union reform (access/recognition/ balloting)	Flexible working
Dismissal and re- engagement (fire and rehire)	Right to a payslip	Collective bargaining	Carer’s leave
Protections for agency workers	Fairer calculation of holiday pay	Protections for employees taking part in industrial action	Neonatal Care Leave and Pay
Redundancy Notification obligations	Record-keeping requirements	Facilitating workplace relationships	Protection from redundancy for pregnant employees
Employment Agency Inspectorate - improvements	Right to disconnect	Public interest disclosure (whistleblowing)	Paternity Leave

Zero hours contracts

- Novel approach in NI – different to that in GB/ROI
- Looking at:
 - banded hours
 - right to reasonable notice of shifts.
 - compensation for withdrawing work at short notice
 - tackling exclusivity clauses

Trade union reform

- Not just increased access
- TU workplace recognition – lower threshold
- E-balloting
- Protection for employees taking part in industrial action
- Changes to the Information and Consultation of Employees Regulations

Work-life balance

- Existing rights enhanced:
 - Flexible working
 - Paternity leave
- New rights:
 - Leave for parents of babies in neonatal care
 - Leave for carers

Next Steps

- Drafting of Bill ongoing
- Subject to Executive approval - introduction of Bill to Assembly
- Complementary reform measures

Good Jobs

- Building our Skills base
- Boosting productivity
- Promoting the Real Living Wage
- Development of a Good Work Charter
- Strengthening our Employment Law Framework