



**NEWS** VIDEO PEOPLE VOICES SPORT TECH LIFE PROPERTY ARTS + ENTS TRAVEL MONEY INDYBEST STUDENT OFFERS

UK ▾ / World ▾ / [Business](#) ▾ / People / Science / Environment ▾ / Media ▾ / Technology / Education ▾ / Images / Obituaries / Diary / Corrections / Newsletter / Appeals

News > Business > Business News

## The election result is good for business. But what about employees?



The Conservatives will be doing their utmost to reduce regulation that interferes with business

**MATT GINGELL**  
+

Monday 11 May  
2015

[f](#) SHARE [t](#) TWEET [g+](#) SHARE [r](#) REDDIT [in](#) SHARE [s](#) | Shares: 104 PRINT | A A A

The election result is good for business. It ain't so rosy for people who were hoping to notch up some more employment rights in the next few years. In fact the signs are that the Conservatives will be doing their utmost to reduce regulation which interferes with business.

So what can we expect?

One key pledge that the Conservatives have made is to reform the law relating to industrial action. One of the reforms is to bring in a 50 per cent minimum threshold for the number of eligible union members who must take part in any strike ballot. At the moment, a strike can be called even if the turnout is very small, as long as a majority vote in favour.

The Tory manifesto proposal for a majority of 50 per cent of the membership means more than 25 per cent of eligible members must always vote in favour. However in essential public services that would still not be enough. They propose a minimum threshold of 40 per cent of all eligible members in favour to call a strike. How significant this would be remains to be seen as many public sector strikes already enjoy good turnouts and large majorities. Unite has threatened to strike regardless and any reform may be challenged in the courts as an infringement of the human right to strike.

Another change could be to ensure that strikes take place within three months of the ballot that authorises it. Currently, a strike must usually be started within four weeks of the ballot, but can be continued or repeated indefinitely (as long as it relates to the same dispute) without a further ballot.

On the minimum wage, the Tories have made no promises. They state that they do wish to see increases in the national minimum wage. They accept the recommendations of the Low Pay Commission that the national minimum wage should rise to £6.70 an hour in the autumn, being on course for reaching over £8 an hour by the end of the decade. Labour promised an increase to £8 an hour by October 2019. The Tories have stated that they will support the living wage (currently £9.15 an hour in London and £7.85 an hour for the rest of the UK) and will encourage businesses to pay it whenever they can afford it. They have not provided any further details though.

Employment tribunal fees are likely to stay. While Labour pledged to abolish the employment tribunal fee system, there was silence from the Tories. And the general requirement to be employed for two years (rather than the previous one) for eligibility to bring an unfair dismissal claim I guess will not change either. It's all part of easing the burden on business.

Zero-hours contracts will remain too. But they were never disappearing even if Labour had won. Although there was banning rhetoric, Labour in fact just proposed that employees working regular hours for more than 12 weeks would have a right to a regular contract, whatever that meant. The Tories will ban exclusivity clauses in zero-hours contracts. These clauses prevent people from finding other work to boost their hours.

Finally, the Tories will require companies with more than 250 employees to publish the difference between the average pay of their male and female employees.

Matt Gingell is a partner at law firm Gannons, which specialises in commercial and employment law