



Queen's Speech: absence of employment bill leaves organisations in limbo

Sophie Vanhegan

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The government has been accused of breaking its promises to improve workers' rights, as the employment bill was excluded from today's Queen's Speech.

Sophie Vanhegan, a partner at employment law specialists GQ|Littler, said the latest delay "inevitably leads to continued uncertainty for employers, who have been unable to determine whether their policies and practices need to be updated in readiness for the proposed changes.

She said: "A lot of large corporates have already gone ahead and put similar measures of their own in place. In the absence of legislation, the current tight labour market is generating change in and of itself. Employers competing for talent are leading the way in the absence of these changes coming through changes to the law.

“However, many employers we speak to would welcome a level playing field on these issues and would welcome the government taking the lead on employment rights.”

This article was covered in [Personnel Today](#) and [The Law Society Gazette](#).