

BDBF's Employment Law Tracker for 2024 and Beyond

Our detailed employment law tracker highlights new domestic legislation and other key proposals for legislative reform.

Please click the image below for an at-a-glance guide to all the significant pieces of employment legislation on the horizon, as well as links to more detailed briefings on the most important changes.



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	AREA	WHAT'S THE CHANGE?	STATUS?
1.	Discrimination	<p>Equality Act 2010 amended to reflect EU discrimination law principles</p> <p>The Equality Act 2010 has been amended to reflect existing EU discrimination law principles, originating mainly from decisions of the ECJ. These principles had applied in the UK when it belonged to the EU, and for a period of time thereafter, but they were erased from UK law at the end of 2023. To avoid uncertainty, the Government decided to write these principles into the Equality Act 2010 with effect from 1 January 2024. The changes affect the following areas:</p> <ul style="list-style-type: none">• discrimination in recruitment;• protection for new mothers;• indirect discrimination;• equal pay claims; and• the definition of "disability". <p>You can read more about the reforms in our briefing here.</p>	<p>The Equality Act 2010 (Amendment) Regulations 2023 amended the Equality Act 2010 on 1 January 2024.</p>
2.	Working time and holidays	<p>Important changes to working time, holiday entitlement and holiday pay rules</p> <p>The Working Time Regulations 1998 have been amended to reflect existing EU working time principles and introduce further changes made possible because the UK is no longer a member of the EU.</p>	<p>The Employment Rights (Amendment, Revocation and Transitional Provision) Regulations 2023 amended the Working Time Regulations 1998 on 1 January 2024.</p>

If you would like further information, or to discuss how to prepare for any of these changes, please contact Amanda Steadman (amandasteadman@bdbf.co.uk) or your usual BDBF contact.