



Department
for Exiting the
European Union

Workers' Rights

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EU (Withdrawal Agreement) Bill

PHOTO REDACTED DUE TO THIRD PARTY RIGHTS OR OTHER LEGAL ISSUES

OVERVIEW

The UK has agreed a new Brexit deal with the EU. The EU (Withdrawal Agreement) Bill will implement this new deal in UK law, and deliver Brexit by 31st October 2019.

*The **Bill** will: take back control of our laws by reaffirming the sovereignty of Parliament; end vast annual payments to Brussels; protect the Union by ensuring we leave as one United Kingdom; protect the rights of EU, **EEA EFTA** and Swiss citizens living in the UK; and secure an **implementation period** to give businesses certainty.*

The UK has a long and proud tradition of leading the way in workers' rights, where we have always set a high standard. As we leave the EU, we will maintain and increase these protections.

The EU (Withdrawal) Act 2018 will ensure that workers' rights that are derived from EU law will continue to have effect in UK law.

The EU (Withdrawal Agreement) Bill includes provisions on workers' rights intended to protect and strengthen rights where the UK Parliament believes it is in the UK's best interest.

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To protect workers' rights currently provided for in EU law, the provisions in this **Bill** will enhance the role of Parliament in considering future amendments to UK and EU employment rights and health and safety standards for workers.

These provisions will place a duty on Ministers bringing forward bills that affect workers' rights to state whether the legislation is compatible with the Government's commitment not to reduce standards in these areas. This is called a 'statement of non-regression'.

They will also require the Government to monitor new EU legislation covering employment and workplace health and safety standards after the **implementation period**. It will report on these changes and the Government's intended course of action on a regular basis to Parliament.

The Government will be under a legal requirement to give Parliament time to debate this report and give its view on the new EU legislation and the Government's intended actions.

In making the statement of compatibility and producing the report, the Government will need to consult, including with representatives of workers and businesses. This legislation covers a wide range of EU rights and protections that workers are entitled to in the workplace. This includes, among many others, rights to certain types of leave and rest breaks, protection from discrimination, and health and safety protections.

KEY TERMS

EUROPEAN ECONOMIC AREA (EEA)

The EEA includes EU countries and also Iceland, Liechtenstein and Norway. It allows them to be part of the EU's single market.

EUROPEAN FREE TRADE ASSOCIATION (EFTA)

EFTA is a regional trade organisation consisting of Switzerland, Norway, Liechtenstein and Iceland.

IMPLEMENTATION PERIOD

Time-limited period following the point at which the UK leaves the EU. During this period, EU law will continue to apply in the UK subject to the terms set out in the Withdrawal Agreement.

WITHDRAWAL AGREEMENT

The international agreement between the UK and the EU that sets out the respective rights and obligations of both parties following the UK's withdrawal from the EU.

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