



# The Welsh Government's Legislative Consent Memorandum on the Employment Rights Bill

## Response to the Equality and Social Justice Committee

April 2025

### Summary

The Employment Rights Bill ("the Bill") was introduced in the House of Commons on 10 October 2024. Certain elements of the Bill require the legislative consent of the Senedd, and on 5 December 2024, I laid a Legislative Consent Memorandum for the Bill ('the LCM') before the Senedd. On 19 December I laid a supplementary LCM in respect of certain Government amendments to the Bill ('the SLCM').

On 31 January, the Legislation, Justice and Constitution Committee ('LJCC') wrote to me requesting further information on certain matters related to the Bill, to which I responded on 7 February. On 28 March the Equality and Social Justice

Committee ('ESJC') published a report ('the Report') on the LCM and the SLCM (which included references to the correspondence outlined above).

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## 1. Response to issues raised by the Committee

This response addresses the single conclusion and single recommendation of the Report and uses the section numbering found in the Bill as introduced in the House of Commons (which was used in the Report).

The Bill has not yet been debated by the Senedd.

ESJC Conclusion 1 – The Committee is satisfied with amendments made to clause 25 of the Bill and has no objection to granting legislative consent in relation to this clause.

No response required.

ESJC Recommendation 1 – The Committee recommends that the Welsh Government seeks clarity from the UK Government in relation to clause 26 and the points raised by the Llywydd on behalf of the Senedd Commission and informs Members of the outcome before the Senedd is asked to consider the Legislative Consent Motion in Plenary.

The Welsh Government accepts this recommendation.