

coordinated way, in particular on Housing Benefit.

- ♦ Help everyone in work on a low wage step up the career ladder and increase their hours, reducing their need for benefits, with tailored in-work careers and job search advice.
- ♦ Withdraw eligibility for the Winter Fuel Payment and free TV Licence from pensioners who pay tax at the higher rate (40%). We will retain the free bus pass for all pensioners.

3.5 Flexibility at work and fair pay

Britain's employment laws are among the best in the world, balancing the needs of business for flexibility with the rights of staff to fair treatment. Nonetheless there are still too many examples of low pay, exploitation, and bad practice, which contribute to unacceptable levels of inequality in our society. This has to change: the more people earn a decent wage, the fewer will be dependent on benefits or stuck in poverty.

We will:

- ♦ Encourage employers to provide more flexible working, expanding Shared Parental Leave with an additional 'use it or lose it' month to encourage fathers to take time off with young children. While changes to parental leave should be introduced slowly to give business time to adjust, our ambition is to see Paternity and Shared Parental Leave become a 'day one' right.
- ♦ Ensure swift implementation of the new rules requiring companies with more than 250 employees to publish details of the different pay levels of men and women in their organisation. We will build on this platform and, by 2020, extend transparency requirements to include publishing the number of people paid less than the Living Wage and the ratio between top and median pay. We will also consult on requirements for companies to conduct and publish a full equality pay review, and to consult staff on executive pay.
- ♦ Ask the Low Pay Commission to look at ways of raising the National Minimum Wage, without damaging employment opportunities. We will improve enforcement action and clamp down on abuses by employers seeking to avoid paying the minimum wage by reviewing practices such as unpaid internships.
- ♦ Establish an independent review to consult on how to set a fair Living Wage across all sectors. We will pay this Living Wage in all central government departments and their agencies from April 2016, and encourage other public sector