

LABOUR IS...

...protecting jobs in the recession

We will continue to help people who have lost their jobs get back into work. The Future Jobs Fund, worth £1 billion in 2009/10, will create 200,000 jobs, of which at least 120,000 will be targeted at 18-24 year olds and 50,000 jobs will be targeted at unemployment hotspots. To date, the fund has created around 110,000 jobs.

We are providing a guarantee of a job or training place for any 18-24 year old who has been unemployed for over six months, because we believe that no young person should be left behind. Unlike the Tories we will make sure there is not a lost generation as a result of this recession.

Action like this to help the unemployed is making a difference - Labour's action, working with businesses and the Bank of England, has helped to protect up to 500,000 jobs during this recession.

...offering a work and family life balance

The Labour Party has championed parental leave, flexible working for parents and greater childcare provision and we will go further as we work to make life easier for Britain's parents.

Dads will be able to take up to six months' paternity leave while their child's mother returns to work.

We introduced statutory holiday entitlement and extended it so there is now a right to 28 days' paid leave a year, pro rata.

...making work pay

We are determined to help make work pay, in particular for women who are often in lower paid roles. The National Minimum Wage has benefited millions on low pay and currently stands at £5.80 an hour. We announced in the Budget 2010 that the headline rate will rise by 2.2 per cent to £5.93 in October 2010.

Labour introduced a flexible Tax Credit system, which has created real incentives for people to work by topping up the incomes of those on low wages and of families raising children.

Coupled with our other financial support, in-work tax credits means that a lone parent with two children is likely to have at least £119 a week (including £40 in-work credit per week) more

income when working at least 16 hours compared to not working.

...expanding childcare options

Labour has created 3,500 Sure Start Children's Centre in Britain, one for every community. We introduced free nursery places and are expanding free nursery provision to three and four year olds, making 15 hours available per week from this September. We are rolling out free childcare to two year olds so that more than 60,000 children will benefit by 2012.

In order to do more to help the parents of one and two year-olds we will increase by £4 a week the money paid through Child Tax Credit from 2012. Extra money will be paid for all children who need it, whether their parents are married, living together, or living apart.

Introduced the Child Trust Fund to encourage families to save for their children's future - 4.9 million Child Trust Funds have been created through this Labour innovation.

Health in Pregnancy Grant - Labour introduced this grant, giving all expectant mothers £190 tax free benefit from the 26th week of pregnancy.

...improving your rights in the workplace

We will allow employment tribunals to make rulings that affect a firm or an industry as a whole rather than simply the individual case allowing women to benefit from rulings which would make working life fairer for them.

And we will introduce compulsory pay transparency in the workplace to show the gap between men and women in pay if sufficient voluntary progress has not been made by 2013 and the powers to enforce this have been provided for in the Equality Act.

...balancing work and caring responsibilities

We introduced new rights for parents and carers to request flexible working, benefiting 4.5 million parents of children under 16 and carers.

All those with children up to 16 and all carers now have the right to request flexible working.

We will outlaw discrimination against carers who face barriers in work or other walks of life through association with someone who requires care - most often women.

Your job. Your choice.



'Over the last 13 years, more women have gone out to work than ever before and Labour is the only party which has listened to the concerns of women as they balance bringing up their family or caring for elderly or disabled relatives with earning a living.'

Women's jobs are important to:

the family budget - over 30 per cent of a family's income of couple households comes from women. In lone parent families, women's work is particularly important.

women themselves - women know how important their work is and take pride in their work outside the home as well as in the family.

the economy and public services - they just wouldn't work without the contribution that women make.

Labour has listened to women and done a great deal to back up women at work - from rights to flexible working and increased maternity pay and leave to toughening up the law on anti-discrimination.

Because women's jobs are now more important than ever, Labour has taken action to protect women's jobs as well as men's from the impact of the global economic recession. Everyone has been concerned about the economy but women have told us that they are worried not just about their own job, but also about their

husband or partner's job; about losing the family home; about their children's prospects of getting a job or on the housing ladder; about elderly relatives seeing their savings income fall; and about pressures on the family budget.

That's why Labour has made it our priority to do everything we can to protect jobs and homes, stabilise the economy to get it back on track.

In the next few days, you'll be making a big decision about the kind of future you want for your family and for Britain. There's a stark choice ahead - a choice between creating a future that is fair for all, or a change that puts jobs and the economic recovery at risk, threatens public services, and makes life tougher for families.

Labour is fighting for a future fair for all.

Harriet Harman

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Deputy Leader and Labour Party Chair

Vote Labour Thursday 6 May

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Our manifesto pledges to help working women and families

> Jobs for the future

Labour will:

Build a high-tech economy, supporting business and industry to create 1 million more skilled jobs.

Create 200,000 jobs through the Future Jobs Fund, with a job or training place for young people who are out of work for six months, but benefits cut at ten months if they refuse to take part; and anyone unemployed for more than two years guaranteed work, so no one is condemned to a life on benefits.

Give people access to training in work. In today's world, every worker needs to be able to upgrade their skills in order to get on. As well as good career prospects, people want to know that their living standards and quality of life will improve.

> Ending long-term unemployment

Labour will introduce job guarantees to put an end to long term unemployment. No one who is able to work should be abandoned to a life on benefit, so all those who can work will be required to do so. At the same time, we believe that people should be able to earn enough to live and be better off in work than on welfare.

We are radically reforming how Job Centre Plus helps lone parents: providing extra help with childcare, training and support to find family friendly

work, while requiring those with children aged three to take steps to prepare for work and actively seek employment once their youngest child is seven years old.

> A fair wage

Labour introduced the National Minimum Wage. Three quarters of those that benefited from this were women.

The National Minimum Wage will rise at least in line with average earnings, and Labour are committed to a new £40-a-week Better Off in Work guarantee.

> Restoring full employment

We expect to create at least one million skilled jobs by 2015 in the new growth sectors in which we are investing - low-carbon, digital and creative industries, life sciences - and professional services in business, healthcare and education.

> Jobs in every region

A regional growth fund will be established by the Regional Development Agencies to help our core cities and city regions to become powerhouses of innovation and growth.

> Saving Gateway

We will bring in the Saving Gateway from July to help lower income families begin to save; the government will add 50p to every £1 saved by working age people on low incomes.

> A new "Father's Month"

Labour introduced two weeks paid paternity leave.

Labour are offering a new Father's Month of four weeks paid paternity leave, building on the current entitlement to two weeks. We also want dads to be able to take the extra weeks in flexible ways during their newborn's first year, such as a day a week over couple of months if they wish.

> A better work - life balance

Labour has more than doubled paid maternity leave, from 18 weeks to 39 weeks and reduced the time taken to qualify for it.

Labour will introduce more flexibility into maternity leave, so that Dad's can take up to three months of the paid leave after six months.

> Flexible working for parents and carers

We created the right to request flexible working for parents and carers so that millions of individuals and their families could exercise more choice about how to balance their work and caring responsibilities. Labour also legislated to protect women from being discriminated against because of their caring responsibilities.

By the end of the next Parliament we will ensure that the right to flexible working is extended to all older people, recognising that many, including

grandparents and older workers want to vary their hours to the benefit of their families and to accommodate changing lifestyles.

> Older people at work

Labour legislated to ensure age discrimination in the workplace has been banned. As well as promoting flexible working, we will now proceed to end default retirement at 65, with a review to establish the right way in which to support more people to work longer should they choose to do so.

To expand the choices available for those wishing to work after retirement, we will enable people aged 60 and over to

claim Working Tax Credit if they work at least 16 hours a week, rather than 30 hours at present.

Labour has also addressed the longstanding inequality in women's access to state pensions - from 2010, three quarters of women reaching state pension age will be entitled to full state pension, compared to 35 per cent previously. Labour will also re-establish the link between the state pension and earnings, a link the Tories severed.

Labour has also legislated to so that from 2012 employers will have to automatically enrol all eligible workers into a good quality, low cost pension scheme.

> Access to jobs

Skilled jobs are advertised here first for four weeks, making sure more vacancies are going to local workers. Our new Australian-style points based system is ensuring we get the migrants our economy needs, but no more. We will gradually tighten the criteria in line with the needs of the British economy and the values of British citizenship. There will be no unskilled migration from outside the EU.

> Green jobs

Our industrial strategy will ensure that the drive to green our economy aims to create 400,000 new green jobs by 2015.

YOUR JOB. YOUR CHOICE: THE RISK

Take a long hard look at what the Tories have actually done when it comes to making life better for working mothers and father - they:

- ✘ voted against increasing maternity leave
- ✘ voted against introducing paternity leave
- ✘ voted against your right to request flexible working if you have children
- ✘ voted against the National Minimum Wage.

The Liberal Democrats and Tories would also cut the Child Trust Fund and the Tax Credits on which working families rely.

The Tories would give some married couples a tax break - those where one person goes out

to work and the other stays at home - making children where parents are not married feel second class, and meaning many millions of other kinds of loving and committed families would lose out.

At a time when Britain's economic recovery is at a critical stage the Conservatives' reckless commitment to immediate cuts would risk jobs and the recovery.

Tories have shown where their real priorities lie by committing themselves to an inheritance tax cut which would give £200,000 on average to 3,000 millionaires, while stripping support away from hard-working families.