

## Checklist of rights for employees and other workers

Statutory right	Employee	Worker
Contract of employment	✓	✗
Statutory minimum notice period	✓	✗
Written statement of reasons for dismissal	✓	✗
Right not to be unfairly dismissed	✓	✗
Statutory redundancy payment	✓	✗
Collective redundancy consultation	✓	✗
Statutory sick pay (SSP)	✓	✗
Protection against unlawful deduction from wages	✓	✓
Itemised pay statement	✓	✗
Guarantee payments	✓	✗
Certain payments on insolvency	✓	✗
Pay during suspension on medical grounds	✓	✗
National minimum wage	✓	✓
Paid annual leave	✓	✓
Rest breaks	✓	✓
Maximum working week (48 hours)	✓	✓
Protection on the transfer of undertakings(TUPE)	✓	✗
Right to be accompanied at a disciplinary or grievance hearing	✓	✓
Protection for making a protected disclosure (whistleblowing)	✓	✓
Not to be refused employment because of membership or non-membership of a trade union	✓	✗
Protection under the Data Protection Act 1998	✓	✓
Protection under the dispute resolution procedures	✓	✗
Right of shop and betting workers to refuse to work on a Sunday	✓	✗
Statutory maternity, paternity and adoption pay and leave	✓	✗
Request flexible working	✓	✗
Not to be suspended on maternity grounds	✓	✗
Right not to be treated less favourably because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation	✓	✓
Right not to be treated unfavourably because of pregnancy or maternity	✓	✓
Right not to be indirectly discriminated against in relation to age, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex or sexual orientation	✓	✓
Right not to be treated unfavourably because of something arising in consequence of a disabled person's disability	✓	✓
Right not to be discriminated against by a failure to comply with a duty to make reasonable adjustments	✓	✓
Right not to be harassed by unwanted conduct related to age, disability, gender reassignment, race, religion or belief, sex or sexual orientation	✓	✓
Right not to be sexually harassed	✓	✓

Right not to be treated less favourably for rejecting or submitting to sexual harassment or harassment related to gender reassignment or sex	✓	✓
Right not to be victimised because of a protected act	✓	✓
Right as a part-time worker not to be treated less favourably than a comparable full-time worker	✓	✓
Right as a fixed term employee not to be treated less favourably than a comparable permanent employee	✓	✗
Right to a sex equality clause (equal pay for equal work)	✓	✓
Right to a maternity equality clause	✓	✓
Not to suffer detriment for exercising rights as a part-time worker	✓	✓
Not to suffer detriment for exercising rights as a fixed term employee	✓	✗
Not to suffer detriment for exercising rights in respect of the Working Time Regulations 1998	✓	✓
Not to suffer detriment for exercising rights in respect of a protected disclosure	✓	✓
Not to suffer detriment for exercising the right to be accompanied at a disciplinary or grievance hearing	✓	✓
Not to suffer detriment for exercising rights in respect of health and safety cases	✓	✗
Not to suffer detriment for exercising rights in respect of Sunday working	✓	✗
Not to suffer detriment for exercising rights as a pension scheme trustee	✓	✗
Not to suffer detriment for exercising rights in respect of acting as an employee representative	✓	✗
Not to suffer detriment for exercising rights in respect of taking time off for study or training	✓	✗
Not to suffer detriment for exercising rights in respect of trade union membership	✓	✓
Not to suffer detriment for exercising rights in respect of family and domestic leave	✓	✗
Not to suffer detriment for requesting the right to flexible work	✓	✗
Not to suffer detriment as a result of jury service	✓	✗
Not to suffer detriment for performing functions of a representative on a European works council	✓	✗
Not to suffer detriment for exercising rights in respect of the national minimum wage	✓	✓
Not to suffer detriment for performing functions of a representative under a negotiated information and consultation agreement or the standard information and consultation provisions	✓	✗
Time off for antenatal care (unpaid)	✓	✗
Time off for dependants (unpaid)	✓	✗
Time off for trade union activities (paid)	✓	✗
Time off for public duties (unpaid)	✓	✗
Time off to look for work or arrange training in the event of redundancy (paid)	✓	✗
Time off for pension scheme trustees (paid)	✓	✗
Time off for employee representatives (paid)	✓	✗
Time off for young people to undertake study or training (paid)	✓	✗
Time off for members of a national works council (paid)	✓	✗
Time off for members of a European Works Council (paid)	✓	✗

**Note:** this table does not cover specific classes of employees or workers, such as agency workers (to whom different rules apply).