

## London Manifestos 2016 – Employment and Business Round Up

Whilst mayoral candidates focus on housing, likewise they must also take account of the growing and vibrant business community in the capital. London is a global hub for talent, business growth and innovation and each party has set out important factors in how to support this vital aspect of Londoner's everyday lives.

All the parties indicate their desire to involve businesses in making London-centric policies, both Labour and the Conservatives have said they would set up formal groups; Labour would create the Business Advisory Board while the Conservatives opt with the Business Advisory Group. Their roles would be to set priorities and judge the progress and success of the London Assembly's initiatives. The consensus does not end there, with both stating they would appoint a Chief Digital Officer to work on digital inclusion as well as cyber security.

Labour have pledged an effort to reinvigorate London's night time economy by appointing a "Night Czar", while also supporting workers by facilitating businesses to create a London Living Wage. The Liberal Democrats state that this is something they would explore whilst supporting greater levels of flexible working.

The Green Party focus on alternative business models and how they can promote co-operatives and small businesses. Interestingly there is consensus here as Conservative candidate Zac Goldsmith looks to counter his corporate reputation by standing up for small businesses by launching a review of SME red tape in London.

While the publication of UKIP's manifesto did not bring many surprises for businesses, a commitment to cut EU red tape was included. Perhaps more interesting was a recent spat with the core business groups in the that city took place over the failure of organisers of the business hustings to invite the UKIP candidate, as [reported](#) in City AM. A UKIP spokesperson branded the episode as a demonstration of "laziness and inertia from the bureaucratic management of these business bodies". While stressing that UKIP was "fiercely pro-business and pro-entrepreneurial".



The Conservative party will set up a new **Business Advisory Group**, with the 12 members nominated by the business community itself. The Group will draw up an annual package of priorities – and this will become the public scorecard against which the London Assembly and mayor will judge the Deputy Mayor for Business. (p10)

The party will work with the boroughs to ensure **broadband** becomes the 'Fourth Utility'. (p10)

The party will use Transport for London's (TfL) 560km network of railway routes, tunnels and bridges to rapidly deliver **the superfast broadband** London needs, working in partnership with the private sector to lay cables at up to two kilometres a week, and also provide mobile signal and faster broadband on the tube. (p10)

The conservatives will ask **commercial premises, broadband providers and local authorities** to agree a standard, two-page agreement to tackle unacceptable delay in delivering fibre optic broadband service across London. (p10)

The party will amend the London Plan to ensure **new build property** is built 'broadband ready'. (p10)

The party will use TfL's network of over 260 Underground stations to provide temporary, discounted **shop space to retail entrepreneurs**. (p10)

The Conservatives will require any **commercial developers** to set aside space, protect space, or contribute funding to affordable workspace. (p10)

The party will **increase the budget of London & Partners** and give more time and energy to backing up its activities. The party will also involve scale-up companies in **trade missions**. (p11)

Goldsmith will work towards a '**business friendly**' environment for **start-ups** by reducing regulation. A review of SME red tape in London will be launched. (p13)

A **new procurement process** will be established at City Hall to support smaller businesses involvement in tendering for large contracts. (p13)

The Conservatives will mandate **affordable office space in new developments**, supporting both start-ups as well as Starter Homes. (p13)

Goldsmith will ensure businesses take up the **London Living Wage**. (p17)

A **chief digital officer** (CDO) will be appointed and will be in charge of a new Mayor's Office of Data Analytics. The officer will ensure as much administration data is open-access and easily accessible. (p17)

The CDO will also be responsible for creating a **Smart City Strategy**. (p17)

An **annual competition, with a £1m prize, will be launched to establish innovative data solutions** to some of London's biggest problems, such as congestion, recycling and reporting crime. (p17)

The party will back London's clean tech sector, working with Government to secure funding for a **West London Clean Tech Hub** to rival East London's Tech City (p31)



Labour will create a **Business Advisory Board** – made up of experts – to provide them with guidance and insight to find the solutions to London's growth challenges and to provide feedback on policy. (p12)

The party will **involve business in decision making** on key issues of policy and planning, from skills and housing costs, to transport infrastructure and business space. (p13)

Labour will establish **Skills for Londoners**. (p13)

Labour will explore **incentives for businesses to provide investment** in new homes which could benefit their workforce. (p13)

The party will make **childcare** more affordable and accessible with a strategy that delivers for business and workers – including key-worker status for childcare workers and campaigning for business rate relief for childcare providers. (p13)

Labour will **champion London industry at home and abroad**, and work to attract ever more global business. (p14)

Labour will campaign to **stay in a reformed EU**. They will establish City Hall as a strong voice for business at both UK and EU level, working to ensure a level playing field for London and to protect it from unnecessary red tape and laws which could put competitiveness at risk. (p14)

The party will establish a **tech talent pipeline**, through the Skills for Londoners taskforce. (p15)

The party will improve **connectivity**, ensuring better access to public-sector property for digital infrastructure, and treating digital infrastructure with the same status as other key public utilities. Labour will **broker a deal between providers and local authorities to provide better access to public property and land** for the installation of broadband infrastructure (p15 and p16)

Labour will **appoint a Chief Digital Officer** to oversee growth in the sector as well as taking responsibility for increasing digital inclusion across our city and leading on cyber-security. (p16)

Labour will appoint a '**Night Czar**' to champion London's night-time economy. (p79)

Labour want to implement a **digital inclusion strategy**, led by the new Chief Digital Officer to ensure Londoners have the skills they need to access public services and job opportunities. (p56)

Labour want to **tackle disability hate crime** and support the development of, and protect schemes which expand **opportunities for people with disabilities to work** and gain skills. (p57)

On the Living Wage, Labour intend to make **London a Living Wage city** by offering business-rate relief for small firms who pay the London Living Wage, use GLA and TfL procurement to lead by example, and work with the **new Living Wage Commission** to ensure the formula reflects the real costs of housing in London. (p58)

The party also wish to **pay all employees of the GLA and its agencies the London Living Wage** and require that all contractors and suppliers do the same. (p59)

On pay more generally, Labour intend to publish an annual City Hall **gender pay audit**, requiring that large contractors do the same. The party wants to establish a unified, **fair pay structure** across London for bus drivers and will **never use zero-hours contractors**. (p59)

In office, Labour would establish a **new team dedicated to economic fairness**. This team would lead on the London Living Wage, apprenticeships, blacklisting, employment rights and more. (p 58)

The party want to '**smash the glass ceiling**' and challenge the under-representation of women in senior roles. (p58)

The party wish to promote the uplift of **London weighting**. (p58)

The party will make all major contracts subjected to **Freedom of Information**, and they will require City Hall to sign up to the **UK Statistics Authority's Code of Practice** for Official Statistics. (p59)



The party will provide **100,000 new skilled jobs** for Londoners over four years at the same time as building the infrastructure the city needs. (p13)

The Liberal Democrats want to establish borough wide schemes to provide **Business Rate relief and preferential rental values** for small shops in at-risk high streets. (p61)

The party wish to involve local communities in how the **GLA's high street regeneration funds** are allocated and work with councils to ensure balanced high streets (including limiting proliferation of gambling establishments). (p61)

The party wishes to lead the digital revolution in London and push for **superfast broadband** across the city as well as **rollout universal Wi-Fi access**. (p63)

The party intend for the London Enterprise Panel to focus on **maternal unemployment** and to prioritise projects that provide childcare or improve maternal employment when allocating London funding from the European Union. (p66)

The party intend to **set employment practices at City Hall** to act as a model for best practice, including flexible working and annualised hours. (p66)

The party will set up a **one-stop-shop brokerage service** between employers in London and apprenticeship candidates to match individual skills and interests with employer requirements. (p52)

It will appoint a **new Business Board** to align skills development with the needs of business. (p52)

It will require **every GLA contract** to include a commitment from the winning bidders to provide at least ten per cent of new jobs associated with the contract for Londoners on training and apprenticeship schemes. (p54)

It will create **local enterprise zones** and additional mayoral development corporations, using business rates incentives to encourage new businesses. (p54)

It will involve existing successful entrepreneurs in advising on ways to improve the **business advisory services**. (p55)

It will establish a **small business support team** at City Hall working with the London FSB to ensure all policies fully take into account their impact on SMEs. (p55)

It will ensure **every small business has access to super-fast broadband** and work with providers to eliminate “not-spots” for mobile phone and data coverage. (p55)

It will seek government approval for a **third party sponsorship route** (London Visa) for established sector specific organisations to support non-EEA worker visas on behalf of recognised small businesses. (p55)

It will ensure the **small business rate relief** is clearly promoted to businesses which may be eligible. (p55).

It will use the London Plan to deliver more **small and start up business premises** in new developments and oppose conversion of vital business premises to luxury flats, including permanent exemption beyond 2019 for Tech City and the Central Activities Zone from permitted development rights. (p55)

It will challenge big companies to promote **entrepreneurism** through contracting and mentoring to help combat disadvantage and discrimination. (p56)

It will insist on **local procurement** wherever possible. (p59)

It will **encourage publication of pay ratios** for firms employing more than 250 workers, covering overall pay rates and differences by gender and ethnicity. (p59)

It will make it a part of all GLA employment and contracting that all staff and suppliers are paid at least the **London Living Wage**. It will encourage all boroughs to move rapidly to pay staff and suppliers the London Living Wage when contracts are re-let. (p60).

It will set a clear expectation that all large employers pay the London Living Wage for staff and suppliers and avoid zero-hour contracts, naming and shaming where necessary. (p60)

It will explore the potential of a higher legal **minimum wage** rate in London. (p60)

The party will **support small** retailers and promote job creation in outer London, to ensure a balanced economy and less need to commute long distances. (p19)

Older people will be supported with more choice of **flexible and voluntary work** leading in to retirement. (p71)

Employers will be supported to offer greater levels of **flexible working**, including home working. (p74)



The party would help local authorities create **town centre rejuvenation funds** financed by the business rates paid by large retail developers and contributions they will be required to make as a part of gaining planning permission. (p17)

The Greens would make a small business owner chair of the **London Enterprise Panel** and focus the GLA's economic development budget on support for small businesses and co-operatives. (p17)

They would establish at least one **Community Enterprise Zone** on the GLA's land bank, with the infrastructure to support small and social enterprises. (p17)

They would establish a **Fair Pay Mark** recognising companies who publish their own pay gap, commit to reducing it to less than 10:1 and pay at least the London Living Wage to all employees. (p26)

The party would create a strategic appointment in City Hall to oversee the continued development of London's **digital industries**, supporting the development of ultra-fast broadband, protecting premises and helping start-ups and smaller firms gain access to promotion abroad. (p17)

The party would define and protect areas where groups of businesses are of particular **heritage and cultural significance** to the city as a whole. (p17)

The Greens would protect **existing employment and small business space**. (p17)

They would ensure all businesses displaced in City Hall and Council **regeneration plans** were able to return to those sites at reasonable rents. (p17)

The party would protect London's remaining **high street laundrettes**, by exempting them from any new permitted development rights. (p17)

They would use **planning policy** to ensure that all local neighbourhoods have a range of essential local services and shops. (p17)

The party would procure a larger portion of **GLA services from smaller firms**, using duties to consider social value when spending public funds. (p17)

The Greens would promote the **Fair Tax Mark by** encouraging firms tendering for contracts to become certified. (p17)

They would maintain and improve the **CompeteFor system** helping micro and small enterprises bid for public sector contracts. (p17)

The party would procure a larger portion of **GLA services from smaller firms**, using duties to consider social value when spending public funds. (p17)

The Greens would promote **co-operative business models** and trade union recognition to employers, empowering workers to press for more equal pay. (p26)

They would ensure that the **GLA monitors employment practices** and to what extent workers' rights are being enforced or eroded by any central Government changes in the law and services (p.26)

The party would work with unions and voluntary organisations to fund and create an online hub for providing **information on workers' rights** and where they can get advice and help. (p.26)



UKIP would seek to **contract with London-based businesses through the GLA procurement** process and prioritise British workers for jobs within the GLA group. (p18)

The party will **pay all City Hall invoices due to companies with a turnover of less than £5m within 14 days.** (p18)

UKIP would **reduce EU red tape for businesses.** (p18)

The party would campaign to get London boroughs to support local retailers by providing **30-minute free parking in High Streets** and on shopping parades. (p18)