

***Declining, Missing, Contradictory,  
Partial:*** The welfare rights of the self-  
employed under maternity, paternity,  
adoption & share parental leave rights and  
**Tax Credit reform**

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# UK Maternity Rights - Self-Employed – *Contradictory, Partial*

- Maternity pay (dependent on NI contribution status)
  - But no right to 90% of pay for first 6 weeks; complex dependence on NI contribution status
- No entitlement to maternity leave
  - But maternity pay depends on it (except for 10 ‘Keeping In Touch Days’)

# UK Maternity Rights - Self-Employed

## – *Missing*

- No effective right to return to an equivalent job
  - The woman herself must create work for her to return to
- No effective protection against pregnancy/maternity discrimination from partners, customers, suppliers etc
- No effective health and safety protection

# UK Paternity, Shared Parental Care, Adoption Care Leave/Pay – Self- Employed

- *Missing*

# Working Tax Credit Entitlement Under Welfare Reform: Rights *Declining*

- **Conditional** on acquiring profitable work for a set number of hours per week (16 or 30) equivalent to the Living Wage (from 2<sup>nd</sup> year of trading)
  - Or Tax Credits will be **‘sanctioned’**
    - Unless they can **prove** they are in “regular and organised trade, profession or vocation on a commercial basis and with a view to achieving a profit”.

# National Living Wage

- 2015/16 – £7.20/hr
- 2020 forecast – above £9.00/hr
- *The self-employed cannot enforce the NLW*

## **Your age**

You must be 16 or over to qualify. You must be 25 or over if you don't have children or you don't have a disability.

### **Circumstance**

### **Hours a week**

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Aged 25 to 59

At least 30 hours

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Aged 60 or over

At least 16 hours

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Disabled

At least 16 hours

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Single with 1 or more children

At least 16 hours

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Couple with 1 or more children

Usually, at least 24 hours  
between you (with 1 of you  
working at least 16 hours)

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# Unknown Effects of Welfare Reform on the Self-employed

- E.g.
  - Lowering Tax Credit thresholds
  - Benefits cap