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25 June 2025

Dear Baroness Verma,

Employment Rights Bill – BME Business consultations

Thank you for your contributions to the Committee stage debate on the Employment Rights Bill on 16 June, on the important topic of participation in the consultation 'Making Work Pay: creating a modern framework for industrial relations'¹. In your intervention you asked a question as to the percentage of responses to the consultation that were from Black and Minority Ethnic businesses'.

Unfortunately the Department does not hold the data you have requested.

The consultation was published on GOV.UK and ran between 21 October 2024, and 2 December 2024. It was open to any respondent who wanted to submit a return to any of the questions included.

The Plan to Make Work Pay was developed through close engagement with business and trade unions, and the consultation was conducted with that same spirit of partnership. We considered and analysed detailed responses from a range of organisations including Businesses, Trade Unions, and Business Representative Organisations and we also ran two roundtables with business and trade unions.

A full breakdown of respondents was provided in the Government Response to the consultation. There was a total of 165 respondents. The response is publicly available on GOV.UK². The breakdown is as follows:

¹ <https://www.gov.uk/government/consultations/making-work-pay-creating-a-modern-framework-for-industrial-relations>

² https://assets.publishing.service.gov.uk/media/67c6d4e1750837d7604dbe03/government_response_creating_modern_framework_industrial_relations.pdf

Stakeholder	Responses	Stakeholder	Responses
Academic	5	Member of the Public	8
Business	32	Trade Unions	27
Charity	5	Local Government/Councils	10
Health and Social Care	3	HR	8
Business Representative Organisation (BROs)	22	Education	31
Think Tank	3	Other	11

I am copying this letter to all Noble Lords who spoke in the debate. I am also depositing a copy of this letter in the Library of the House.

Yours sincerely,



Lord Leong CBE
Lord in Waiting (Government Whip)