



Department for
Business & Trade

Lord Katz MBE
Lord in Waiting (Government Whip)
Department for Business and Trade
Old Admiralty Building
Admiralty Place
Whitehall
London
SW1A 2DY

Baroness Smith of Llanfaes
House of Lords
London
SW1A 0PW

T: +44 (0) 020 4551 0011
W: www.gov.uk/dbt

5th February 2026

Dear Carmen,

Oral Parliamentary Question on the ILO Convention 190

During Oral Parliamentary Questions on Monday 26th January 2026, in response to your question on the International Labour Organisation Convention 190 and preventing violence and harassment at work, I made references to enforcement arrangements and the new Fair Work Agency (FWA).

For the sake of clarity, I would like to stress that while the Employment Rights Act 2025 establishes the FWA as a new enforcement body, it will not enforce every provision contained within the Act. Rather, the FWA will be responsible for enforcing specific employment legislation within its remit, with the power to expand this remit over time in response to changes in the labour market.

Enforcement of relevant workplace protections continues to rest with the appropriate bodies; in particular, the Equality and Human Rights Commission will remain the body responsible for enforcing and monitoring equality and human rights law which prohibits unlawful discrimination, harassment and victimisation, both in workplaces and wider society.

I hope you find this letter helpful. I will also send a copy to those Peers who spoke to the question and place a copy in the Library of both Houses.

Best wishes,

Lord Katz MBE
Lord in Waiting (Government Whip)