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# What is a Ghost Job?

**A ghost job is a fake or outdated job listing.**



It might be posted by companies with no intention of hiring; just to stockpile CVs or give the illusion of growth.



According to a 2024 BBC report, more than 40% of hiring managers said they list jobs they aren't actively trying to fill to give the impression that the company is growing.



It's time to crack down on this misleading practice and protect people's time, energy, and trust.

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# Solutions (1/2)

## **Give the Employment Agency Standards Inspectorate power over direct employers**

Right now, the EAS can't touch employers who lie in job ads — only recruitment agencies. That's a loophole that needs closing if we're serious about cleaning up the job market.

## **Update the Conduct of Employment Agencies and Employment Businesses Regulations 2003 to ban false job listings from anyone**

At present, the law only stops agencies from posting fake jobs — not employers. It's time we made all job ads subject to the same basic standards of honesty.

## **Pressure the Advertising Standards Authority to start regulating job ads**

The ASA ignores most job listings unless they're selling to consumers. Its remit should be updated so it can deal with misleading or empty adverts that waste people's time.

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# Solutions (2/2)

## **Start regulating job boards like LinkedIn and Indeed**

Platforms are flooded with ghost jobs, and nobody holds them to account. They should be legally required to verify listings, remove fake posts, and face fines if they don't.

## **Fund the EAS properly and give it real teeth**

With a small team of inspectors for the whole country, the EAS is badly underpowered. It needs more staff, the ability to run spot checks, and proper resources to enforce the rules.

## **Write to your MP**

Remember, you have a voice, and if you're fortunate, a Conservative MP as well. If the party is serious about winning back the trust of younger voters and hardworking people, we need to stand up for a fair and honest business culture.

Writing or emailing your MP about ghost jobs is a simple way to help get the issue noticed and acted on.

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