

**WRITTEN QUESTION TO THE MINISTER FOR SOCIAL SECURITY
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 17th NOVEMBER 2020**

Question

Given the most recent Labour Market Report shows that job losses, largely concentrated in the hospitality sector, are disproportionately to be found in those on zero-hour contracts, is it the Minister's assessment that such jobs are intrinsically insecure and unable to provide a sustainable income; and, if so, will she outline what measures, if any, are planned to control the use of zero-hour contracts under employment legislation?

Answer

Employees on zero hours contracts in Jersey enjoy the same employment rights as those on other types of contract. The situation in the UK is different, where employment rights are limited for some types of worker.

A zero-hour contract is an employment contract where there is no obligation for the employer to offer a specific number of hours work in any week, and likewise the employee is under no obligation to accept the work when hours are offered.

The Labour Market Report for June 2020 reflects the fact that job losses have occurred among employees with all types of employment contract: full-time, part-time and zero hours. In the hospitality sector, the reduction in jobs from June 2019 to June 2020 amounted to 27% for full time workers, 24% for part-time workers and 28% for zero-hour workers.

More generally, the overall reduction in the number of zero hours contract jobs reflected the significant impact of Covid on sectors that typically use a higher proportion of zero hours jobs.

I do not accept the assertion in the question that the recent Labour Market Report statistics provide evidence that zero-hour jobs are "intrinsically insecure and unable to provide a sustainable income".

I am not currently planning to review the operation of zero hours contracts in 2021.