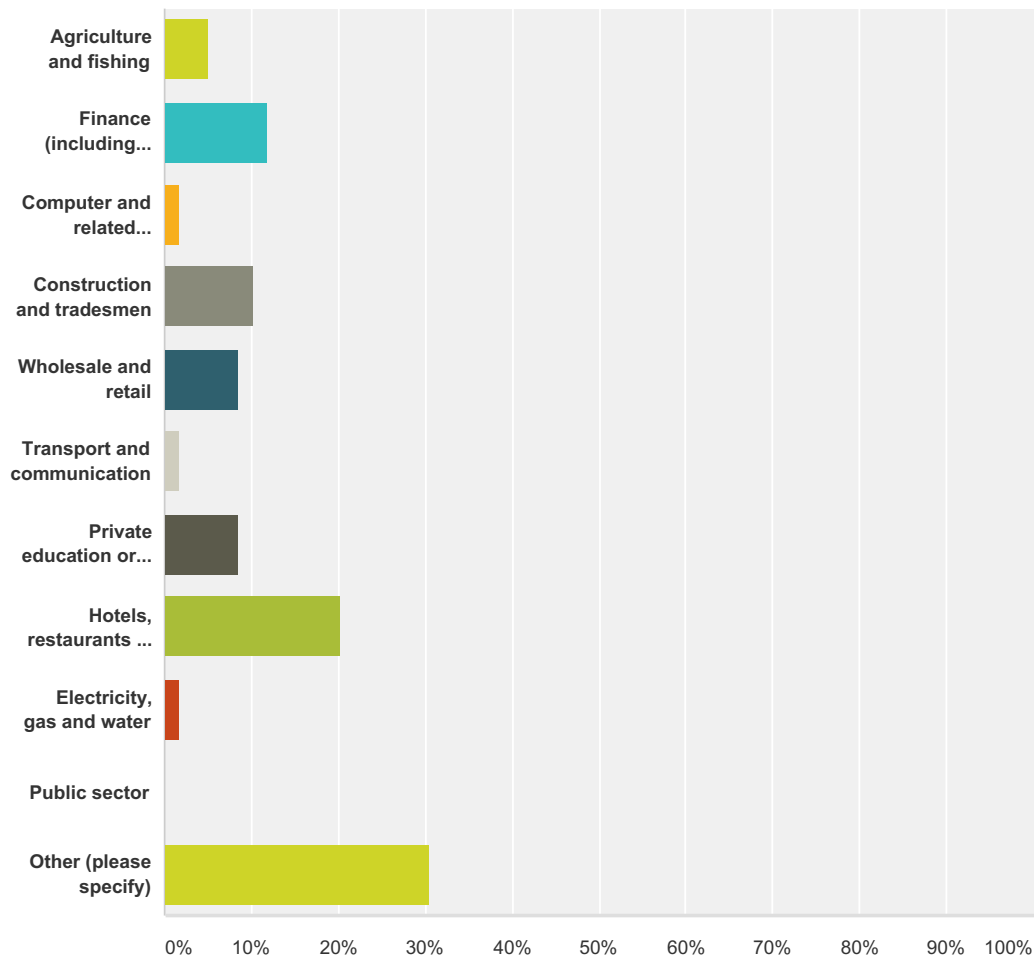


## Zero-hours contracts (employers)

### Q1 Which of the following describes the sector in which you operate?

Answered: 59 Skipped: 0



Answer Choices	Responses
Agriculture and fishing	5.08% 3
Finance (including legal work)	11.86% 7
Computer and related activities	1.69% 1
Construction and tradesmen	10.17% 6
Wholesale and retail	8.47% 5
Transport and communication	1.69% 1
Private education or health	8.47% 5
Hotels, restaurants and bars	20.34% 12
Electricity, gas and water	1.69% 1
Public sector	0.00% 0

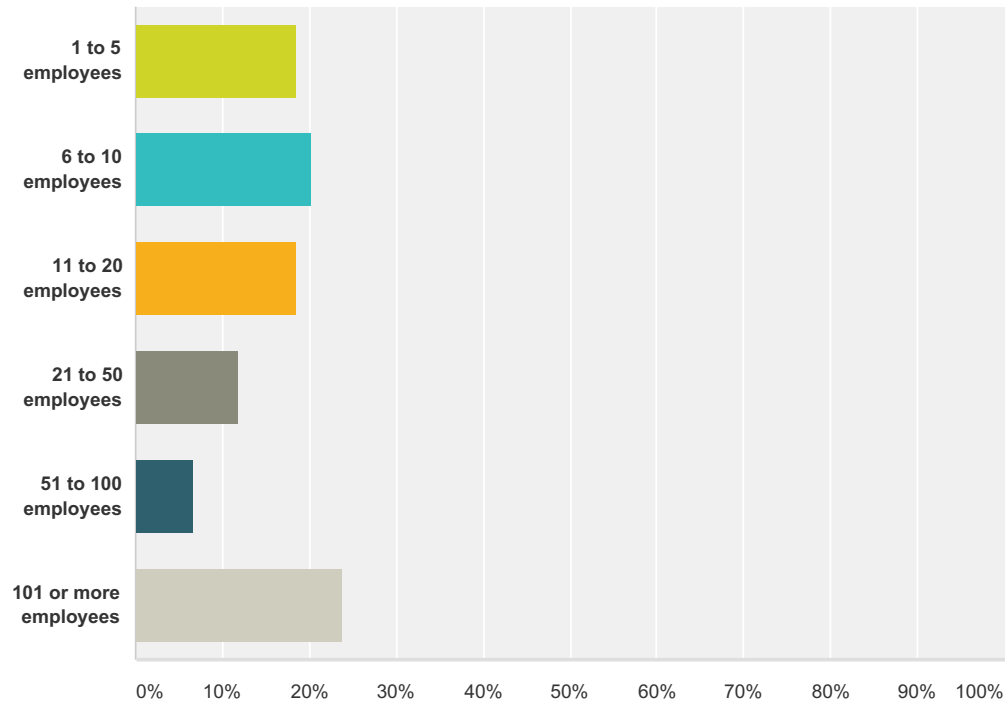
## Zero-hours contracts (employers)

Other (please specify)	30.51%	18
<b>Total</b>		<b>59</b>

## Zero-hours contracts (employers)

### Q2 How many employees do you have?

Answered: 59 Skipped: 0



Answer Choices	Responses	
1 to 5 employees	18.64%	11
6 to 10 employees	20.34%	12
11 to 20 employees	18.64%	11
21 to 50 employees	11.86%	7
51 to 100 employees	6.78%	4
101 or more employees	23.73%	14
<b>Total</b>		<b>59</b>

Zero-hours contracts (employers)

**Q3 How many employees do you engage on zero-hours contracts?**

Answered: 59 Skipped: 0

Zero-hours contracts (employers)

**Q4 What jobs do you engage people on zero-hours contracts to do? Please list the different roles here.**

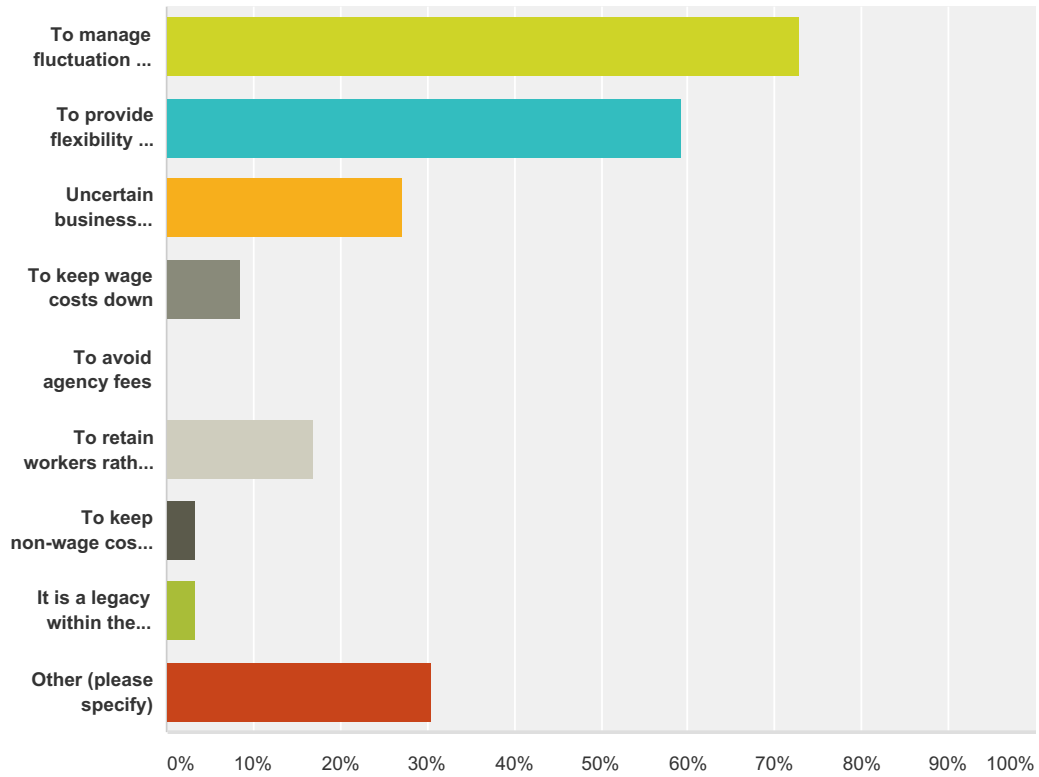
Answered: 59 Skipped: 0

Answer Choices	Responses	
1.	100.00%	59
2.	59.32%	35
3.	38.98%	23
4.	32.20%	19
5.	20.34%	12

Zero-hours contracts (employers)

**Q5 Why does your organisation use employees on zero-hours contracts?**

Answered: 59 Skipped: 0

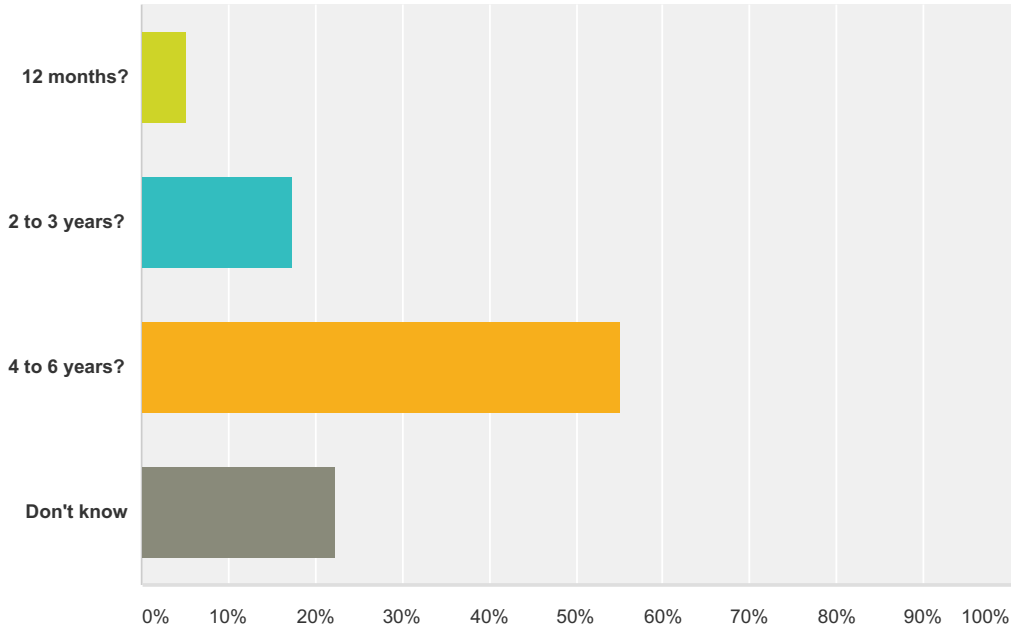


Answer Choices	Responses
To manage fluctuation in demand	72.88% 43
To provide flexibility for the individual	59.32% 35
Uncertain business conditions	27.12% 16
To keep wage costs down	8.47% 5
To avoid agency fees	0.00% 0
To retain workers rather than make them redundant	16.95% 10
To keep non-wage costs down (for example, maternity/paternity pay etc.)	3.39% 2
It is a legacy within the organisation	3.39% 2
Other (please specify)	30.51% 18
<b>Total Respondents: 59</b>	

Zero-hours contracts (employers)

**Q6 Do you expect your business to continue to use zero-hours contracts over the next:**

Answered: 58 Skipped: 1

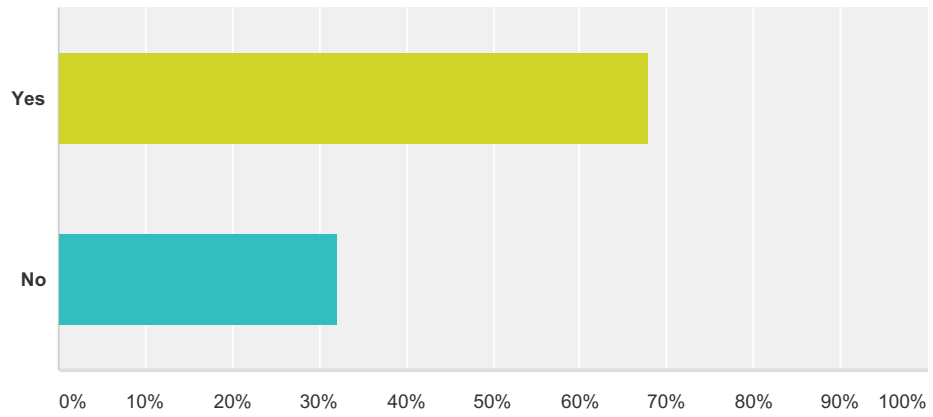


Answer Choices	Responses
12 months?	5.17% 3
2 to 3 years?	17.24% 10
4 to 6 years?	55.17% 32
Don't know	22.41% 13
<b>Total</b>	<b>58</b>

Zero-hours contracts (employers)

**Q7 Do you transfer people employed on a zero-hours basis to full-time or other contractual arrangements?**

Answered: 59 Skipped: 0



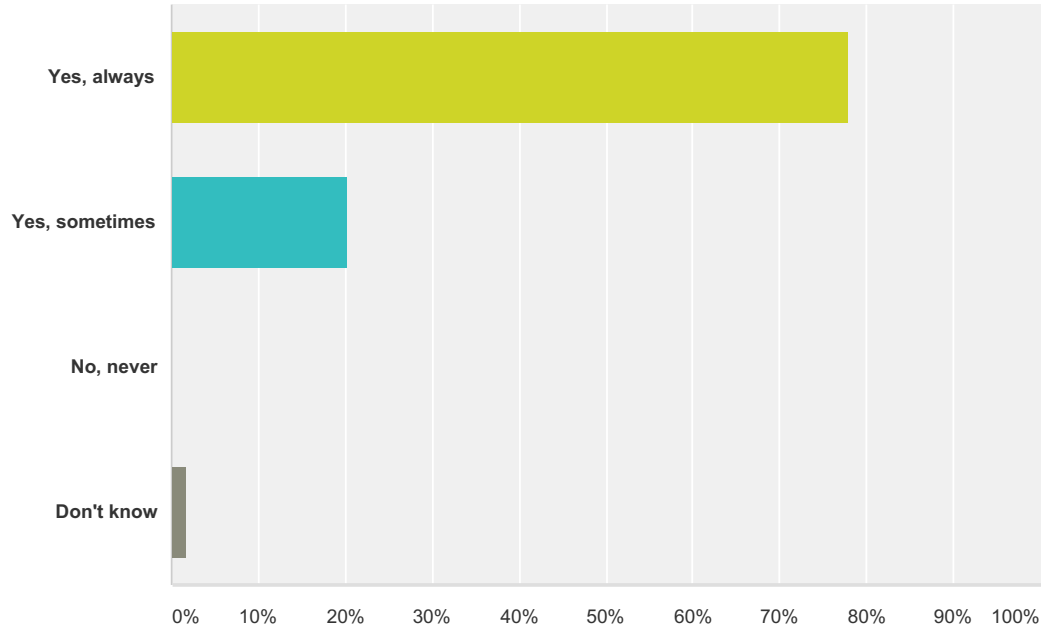
Answer Choices	Responses	
Yes	67.80%	40
No	32.20%	19
<b>Total</b>		<b>59</b>



Zero-hours contracts (employers)

**Q8 Under the terms of your zero-hours contracts, are your employees allowed to work for another employer?**

Answered: 59 Skipped: 0

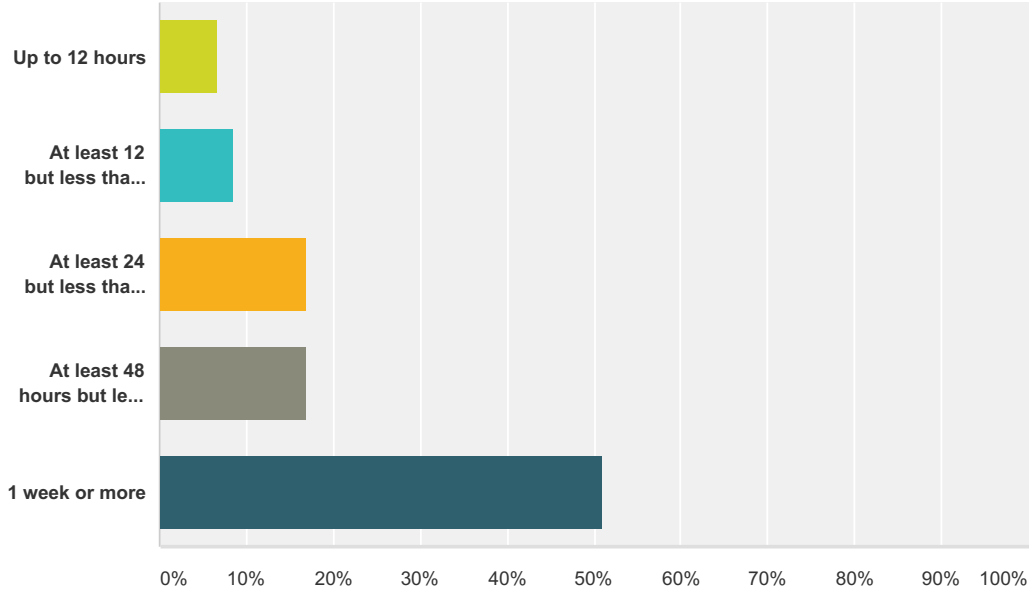


Answer Choices	Responses	
Yes, always	77.97%	46
Yes, sometimes	20.34%	12
No, never	0.00%	0
Don't know	1.69%	1
<b>Total</b>		<b>59</b>

Zero-hours contracts (employers)

**Q9 How much notice do you provide to employees on zero-hours contracts for arranging work?**

Answered: 59 Skipped: 0

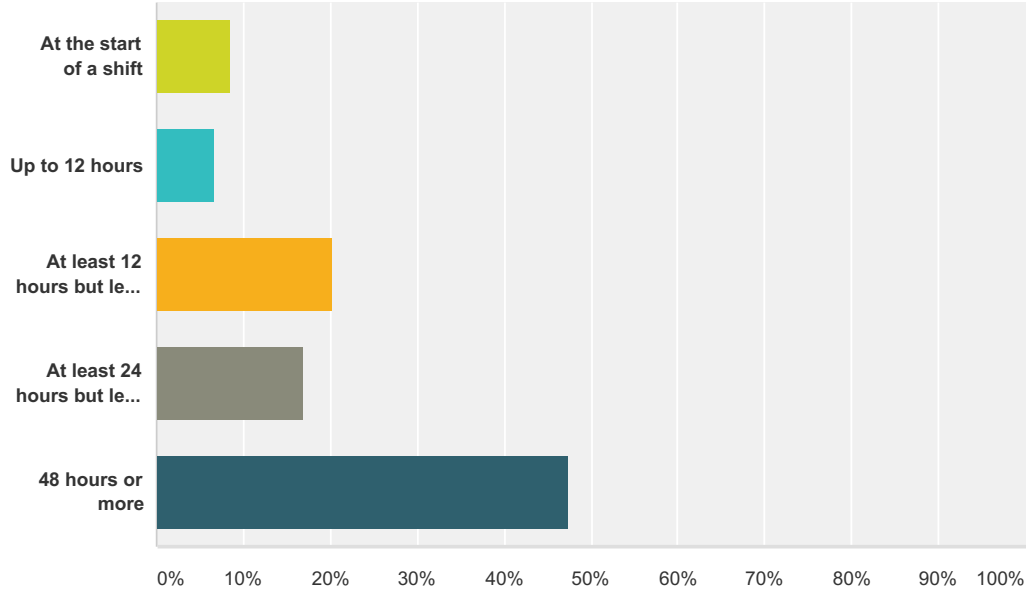


Answer Choices	Responses
Up to 12 hours	6.78% 4
At least 12 but less than 24 hours	8.47% 5
At least 24 but less than 48 hours	16.95% 10
At least 48 hours but less than 1 week	16.95% 10
1 week or more	50.85% 30
<b>Total</b>	<b>59</b>

Zero-hours contracts (employers)

**Q10 How much notice do you provide to employees on zero-hours contracts for cancelling work?**

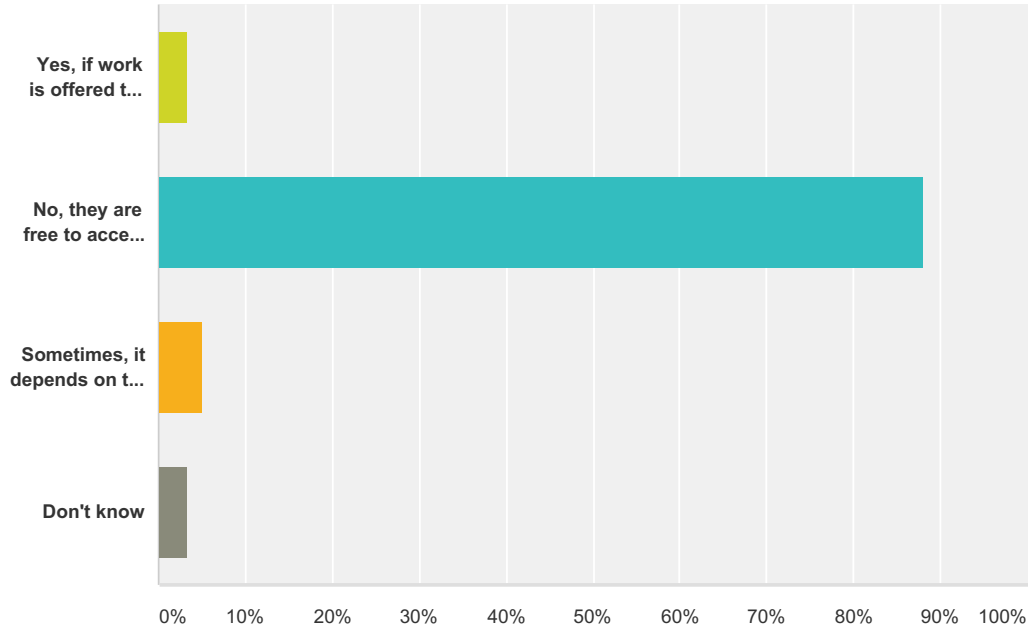
Answered: 59 Skipped: 0



Answer Choices	Responses
At the start of a shift	8.47% 5
Up to 12 hours	6.78% 4
At least 12 hours but less than 24 hours	20.34% 12
At least 24 hours but less than 28 hours	16.95% 10
48 hours or more	47.46% 28
<b>Total</b>	<b>59</b>

**Q11 Are staff on zero-hours contracts within your organisation contractually obliged to accept work if work is offered to them?**

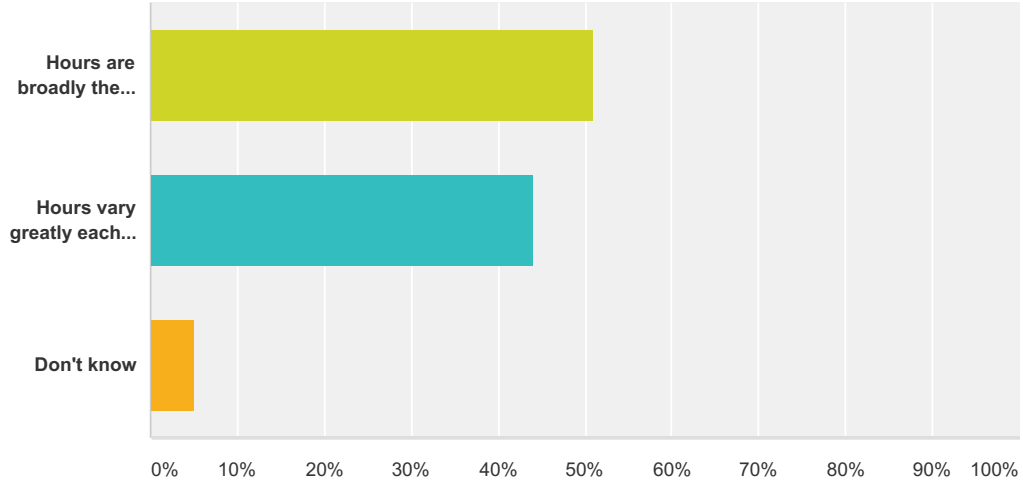
Answered: 59 Skipped: 0



Answer Choices	Responses
Yes, if work is offered they are contractually obliged to accept it	3.39% 2
No, they are free to accept work or turn it down	88.14% 52
Sometimes, it depends on the circumstances	5.08% 3
Don't know	3.39% 2
<b>Total</b>	<b>59</b>

### Q12 Which best described the typical working hours pattern of zero-hours staff at your organisation?

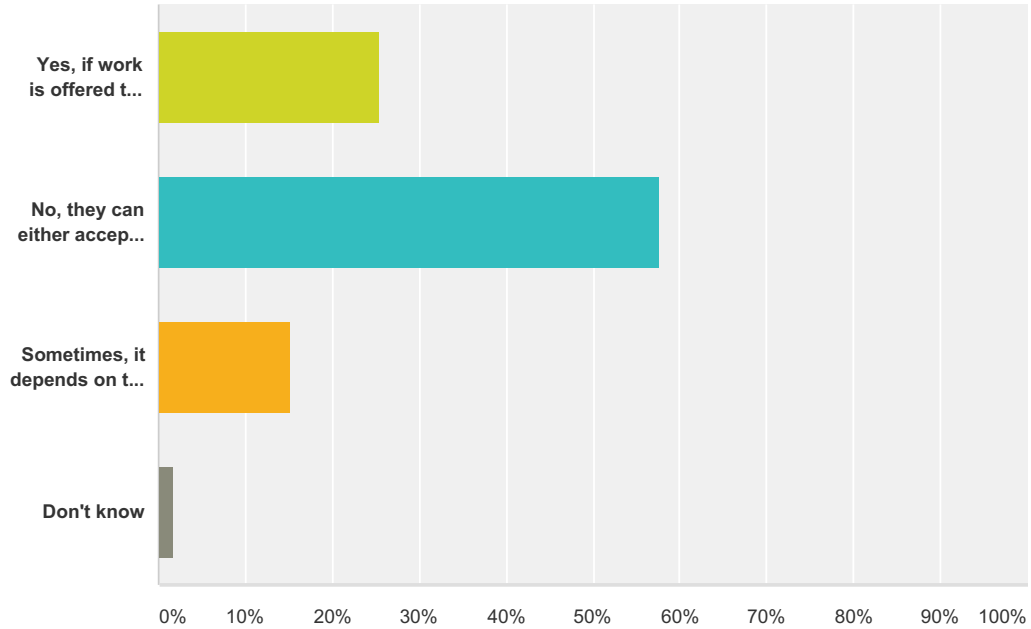
Answered: 59 Skipped: 0



Answer Choices	Responses	Count
Hours are broadly the same each week	50.85%	30
Hours vary greatly each week	44.07%	26
Don't know	5.08%	3
<b>Total</b>		<b>59</b>

**Q13 Regardless of what the contract says, are staff on zero-hours contracts within your organisation expected to accept work in practice?**

Answered: 59 Skipped: 0

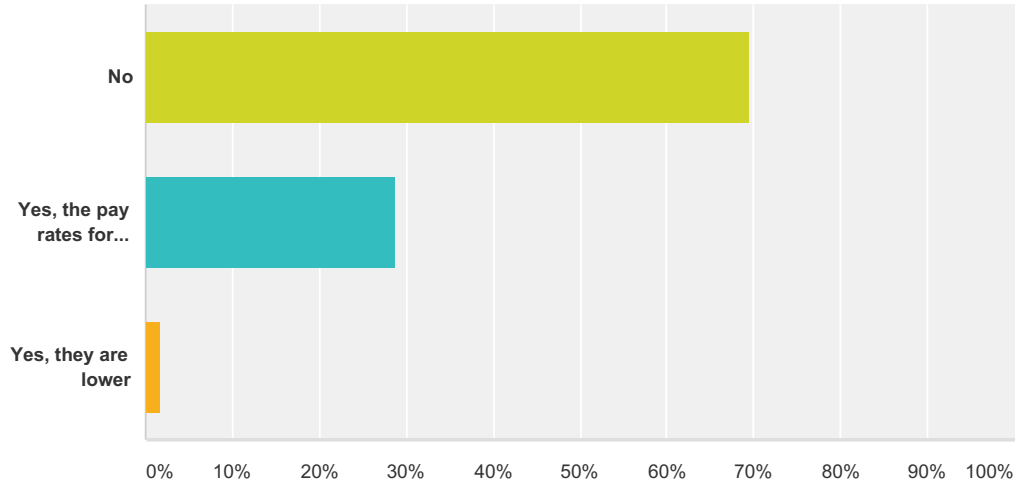


Answer Choices	Responses
Yes, if work is offered they are expected to accept it	25.42% 15
No, they can either accept work or turn it down	57.63% 34
Sometimes, it depends on the circumstances	15.25% 9
Don't know	1.69% 1
<b>Total</b>	<b>59</b>

Zero-hours contracts (employers)

**Q14 Are hourly pay rates for those on zero-hours contracts different from those of employees on other contracts doing the same job?**

Answered: 59 Skipped: 0

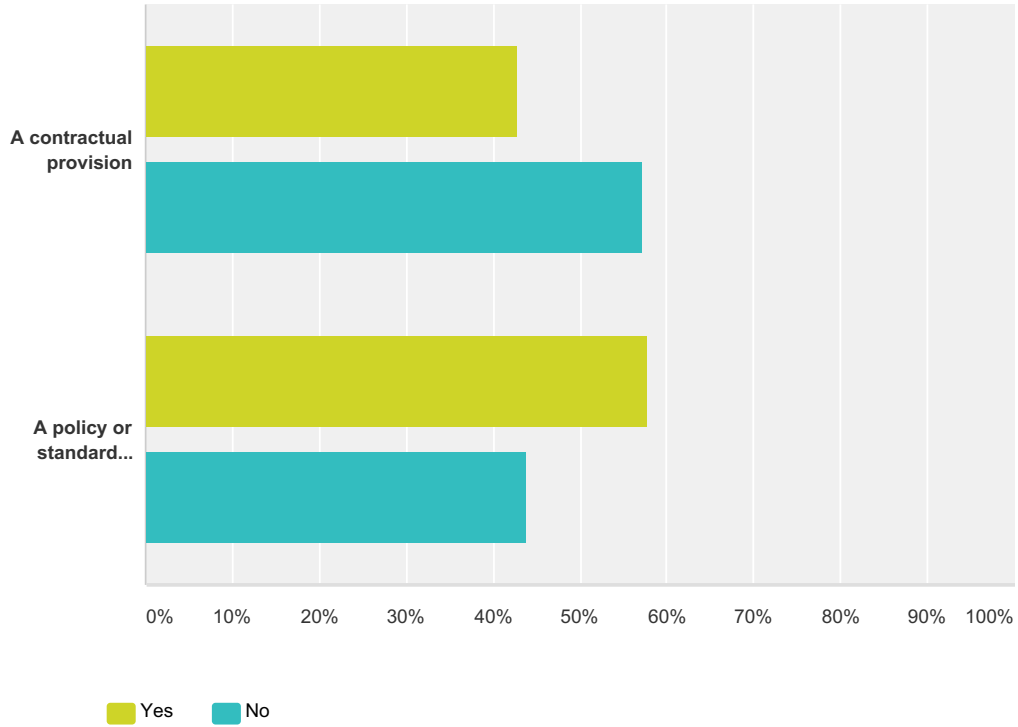


Answer Choices	Responses
No	69.49% 41
Yes, the pay rates for zero-hours contracts are higher	28.81% 17
Yes, they are lower	1.69% 1
<b>Total</b>	<b>59</b>

Zero-hours contracts (employers)

**Q15 Do you have any of the following regarding the amount of notice given to staff on zero-hours contracts when offering work?**

Answered: 59 Skipped: 0



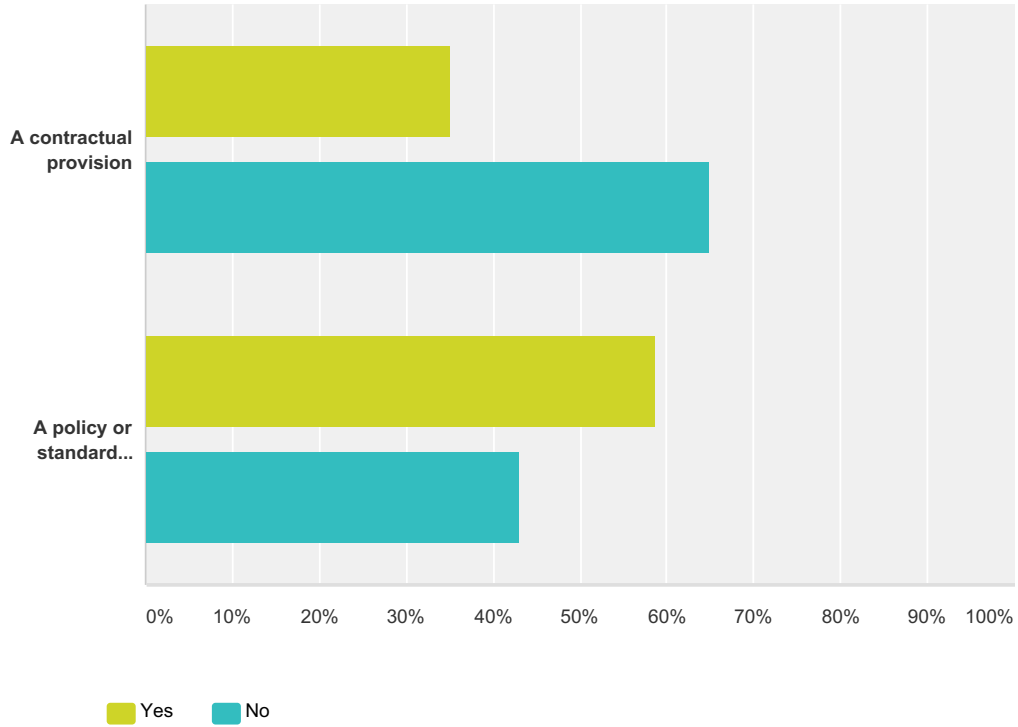
	Yes	No	Total Respondents
A contractual provision	42.86% 24	57.14% 32	56
A policy or standard practice	57.89% 33	43.86% 25	57



Zero-hours contracts (employers)

**Q16 Do you have any of the following regarding the amount of notice given to staff on zero-hours contracts when cancelling offered work?**

Answered: 59 Skipped: 0

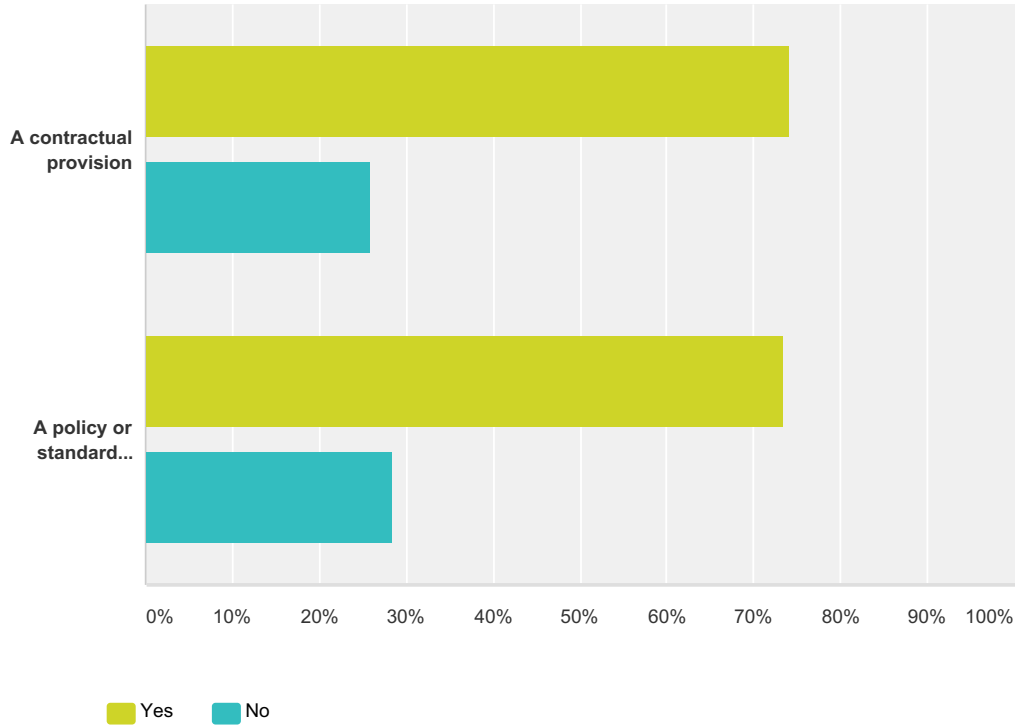


	Yes	No	Total Respondents
A contractual provision	35.09% 20	64.91% 37	57
A policy or standard practice	58.62% 34	43.10% 25	58

Zero-hours contracts (employers)

**Q17 Do you have any of the following regarding the amount of notice given to staff on zero-hours contracts when terminating the contract?**

Answered: 59 Skipped: 0

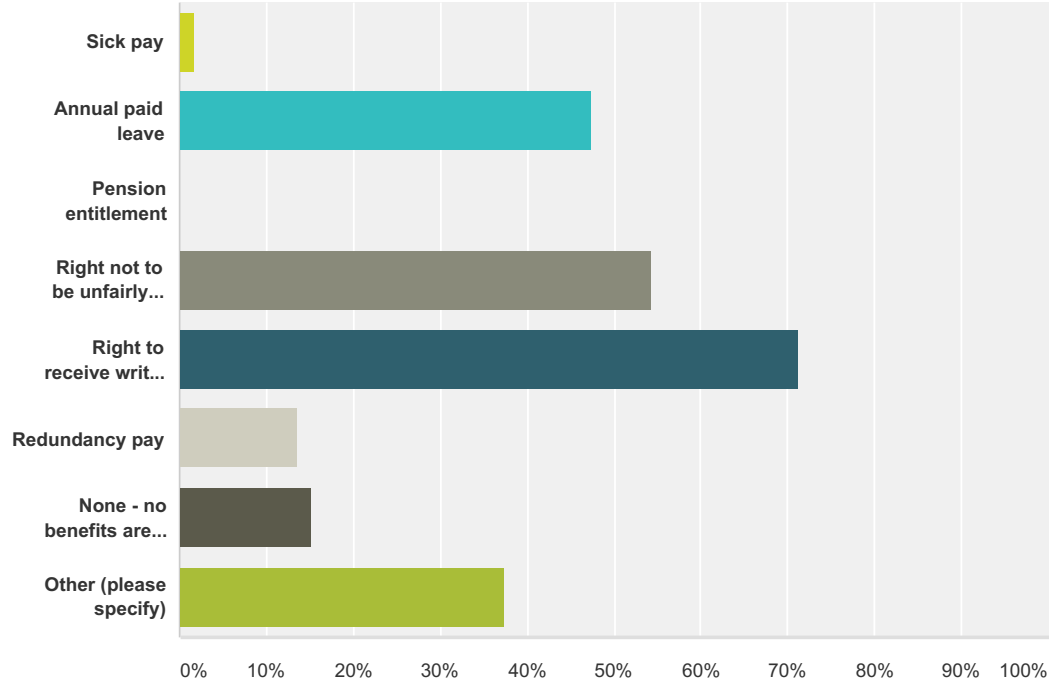


	Yes	No	Total Respondents
A contractual provision	74.14% 43	25.86% 15	58
A policy or standard practice	73.58% 39	28.30% 15	53

Zero-hours contracts (employers)

**Q18 Which, if any, of the following benefits are staff on zero-hours contracts entitled to within your organisation?**

Answered: 59 Skipped: 0

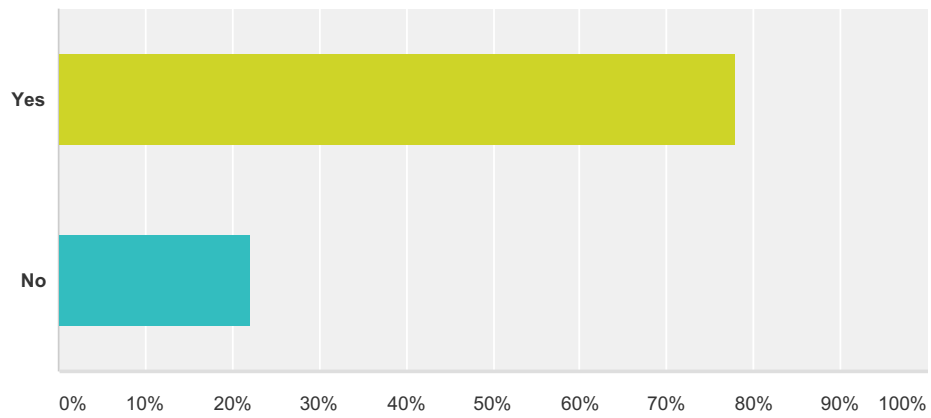


Answer Choices	Responses
Sick pay	1.69% 1
Annual paid leave	47.46% 28
Pension entitlement	0.00% 0
Right not to be unfairly dismissed	54.24% 32
Right to receive written statement of terms and conditions	71.19% 42
Redundancy pay	13.56% 8
None - no benefits are available	15.25% 9
Other (please specify)	37.29% 22
<b>Total Respondents: 59</b>	

Zero-hours contracts (employers)

**Q19 Do you review the terms of zero-hours contracts with your employees?**

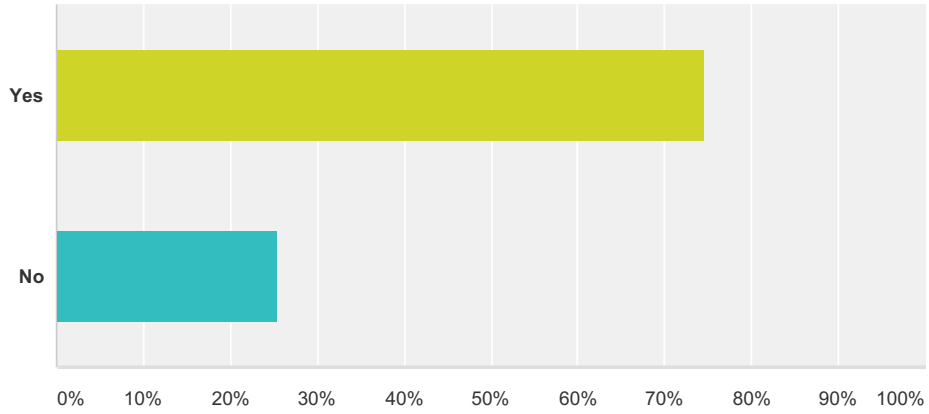
Answered: 59 Skipped: 0



Answer Choices	Responses	
Yes	77.97%	46
No	22.03%	13
<b>Total</b>		<b>59</b>

**Q20 Are you aware of the Zero-hours Contracts Guide which has been published by the Jersey Advisory and Conciliation Service?**

Answered: 59 Skipped: 0



Answer Choices	Responses	
Yes	74.58%	44
No	25.42%	15
<b>Total</b>		<b>59</b>