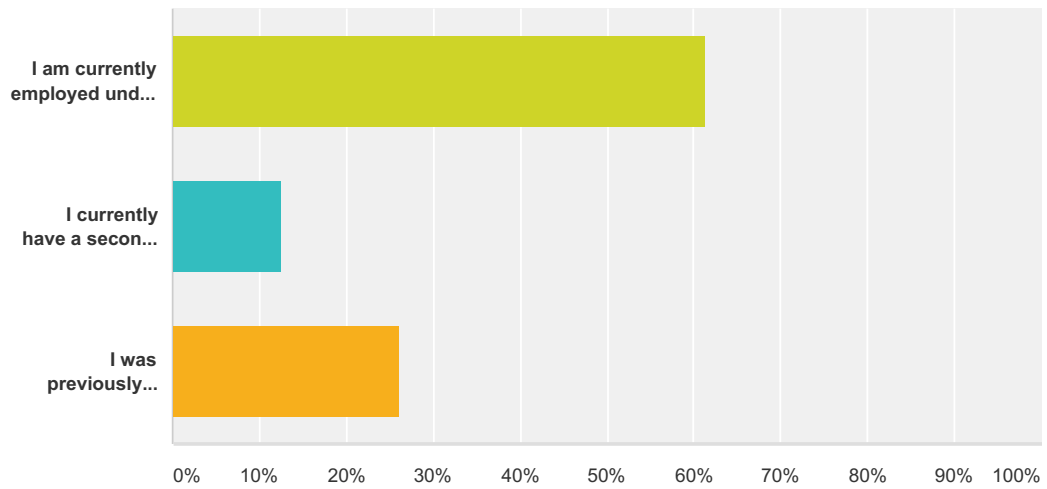


Zero-hours Contracts (employees)

Q1 Which of the following statements applies to you?

Answered: 264 Skipped: 0

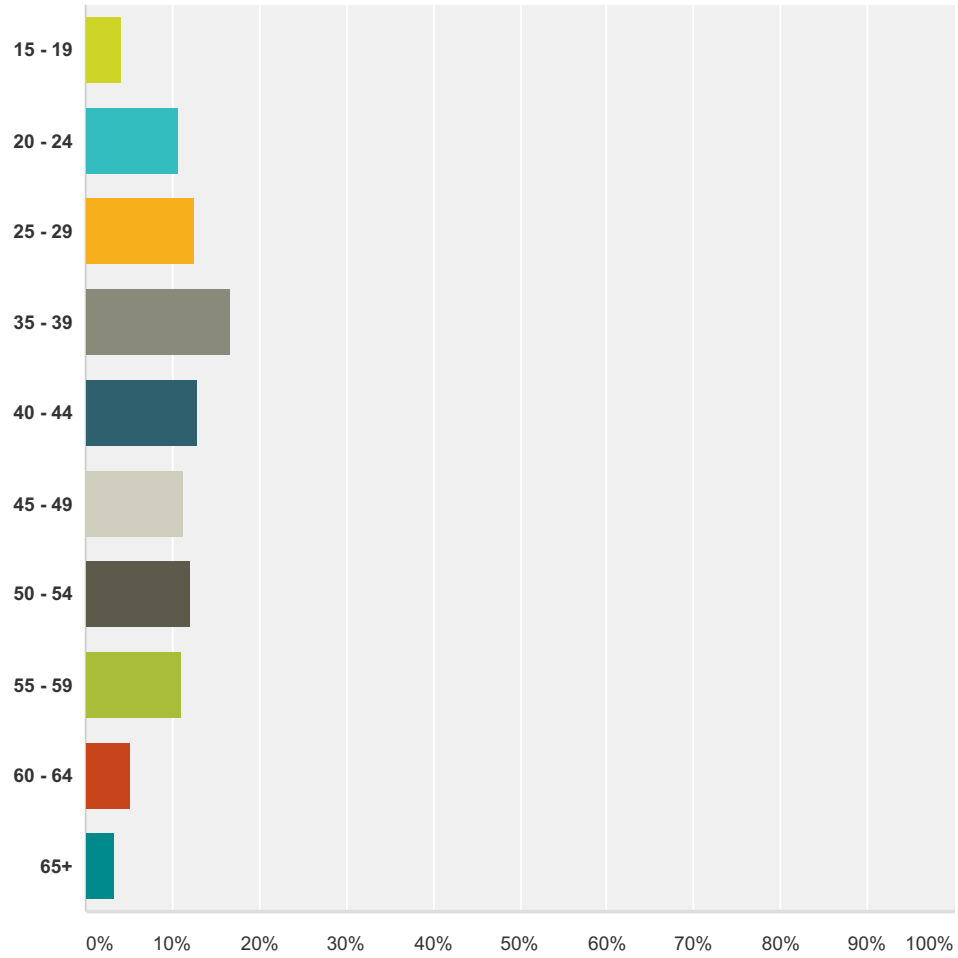


Answer Choices	Responses
I am currently employed under a zero-hours contract for my main job	61.36% 162
I currently have a second job under a zero-hours contract	12.50% 33
I was previously employed under a zero-hours contract	26.14% 69
Total	264

Zero-hours Contracts (employees)

Q2 How old are you?

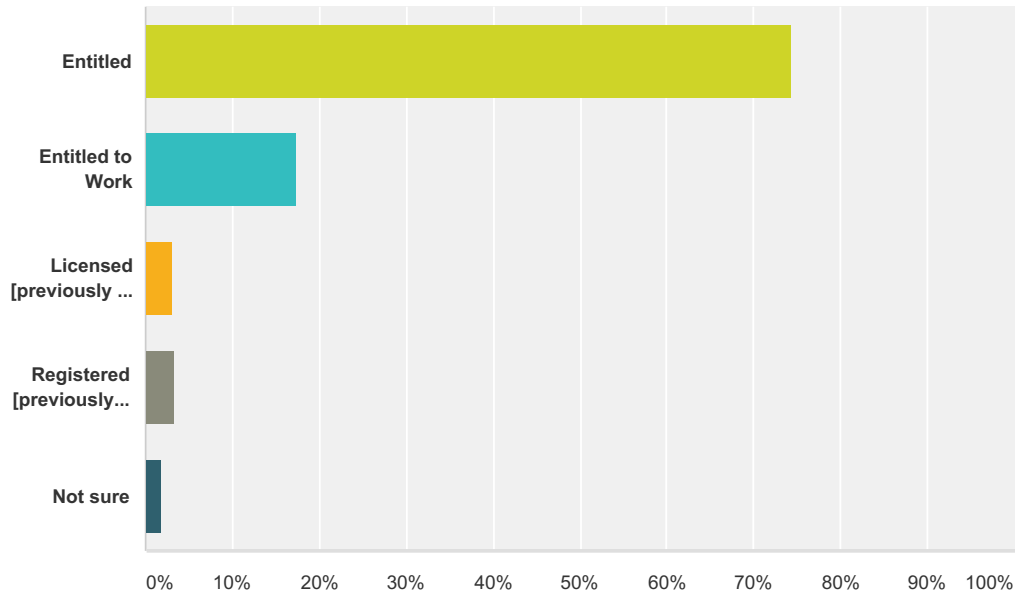
Answered: 264 Skipped: 0



Answer Choices	Responses	Count
15 - 19	4.17%	11
20 - 24	10.61%	28
25 - 29	12.50%	33
35 - 39	16.67%	44
40 - 44	12.88%	34
45 - 49	11.36%	30
50 - 54	12.12%	32
55 - 59	10.98%	29
60 - 64	5.30%	14
65+	3.41%	9
Total		264

Q3 What is your residential status

Answered: 264 Skipped: 0

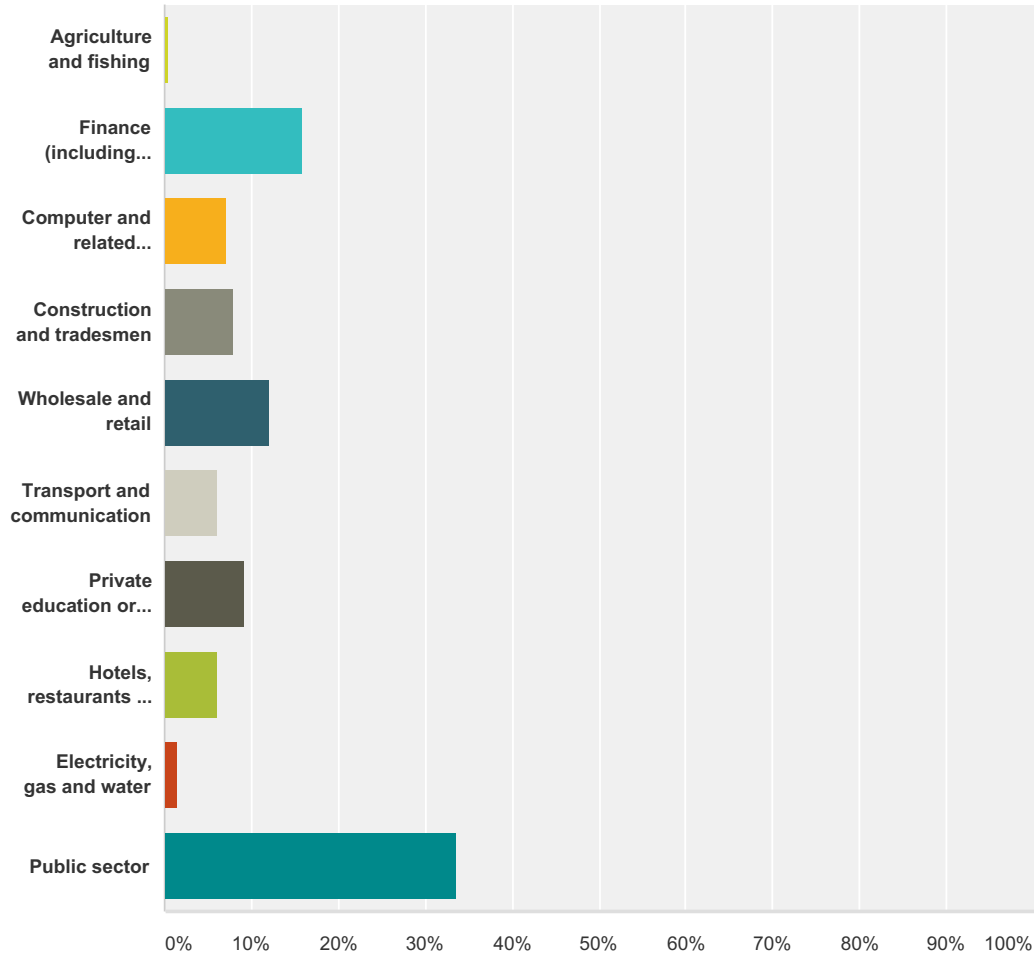


Answer Choices	Responses
Entitled	74.24% 196
Entitled to Work	17.42% 46
Licensed [previously "j" category]	3.03% 8
Registered [previously "non-qualified"]	3.41% 9
Not sure	1.89% 5
Total	264

Zero-hours Contracts (employees)

Q4 Which of the following describes the sector in which you are employed under a zero-hours contract?

Answered: 264 Skipped: 0



Answer Choices	Responses
Agriculture and fishing	0.38% 1
Finance (including legal work)	15.91% 42
Computer and related activities	7.20% 19
Construction and tradesmen	7.95% 21
Wholesale and retail	12.12% 32
Transport and communication	6.06% 16
Private education or health	9.09% 24
Hotels, restaurants and bars	6.06% 16
Electricity, gas and water	1.52% 4
Public sector	33.71% 89

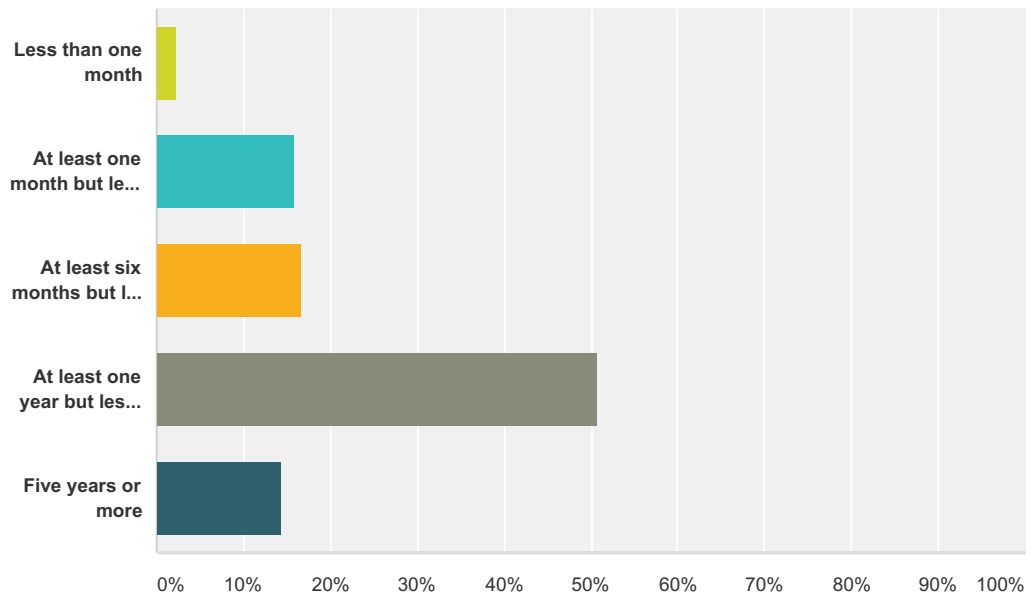
Zero-hours Contracts (employees)

Total	264
-------	-----

Zero-hours Contracts (employees)

Q5 How long have you been employed under a zero-hours contract?

Answered: 264 Skipped: 0

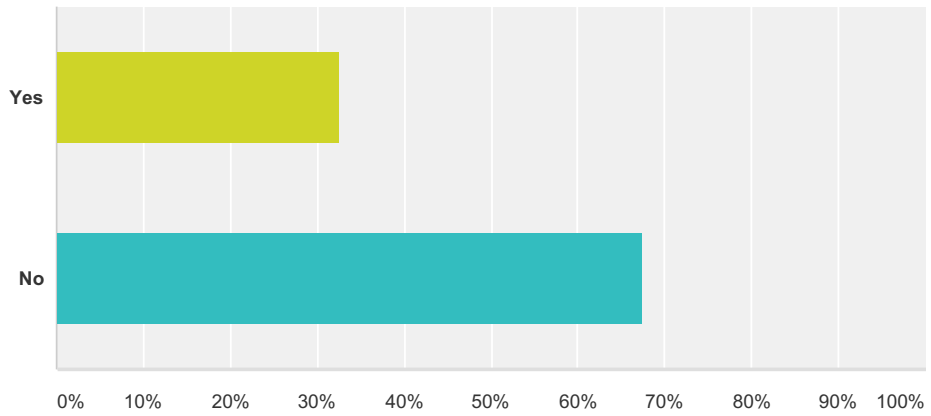


Answer Choices	Responses
Less than one month	2.27% 6
At least one month but less than six months	15.91% 42
At least six months but less than one year	16.67% 44
At least one year but less than five years	50.76% 134
Five years or more	14.39% 38
Total	264

Zero-hours Contracts (employees)

Q6 Have you been unemployed in the last year?

Answered: 264 Skipped: 0

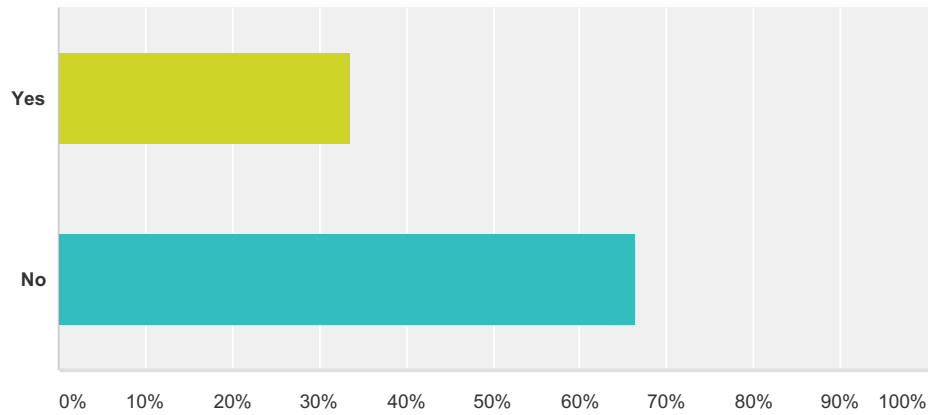


Answer Choices	Responses	
Yes	32.58%	86
No	67.42%	178
Total		264

Zero-hours Contracts (employees)

Q7 Did you change industry sector when you took your latest zero-hour contract position?

Answered: 264 Skipped: 0

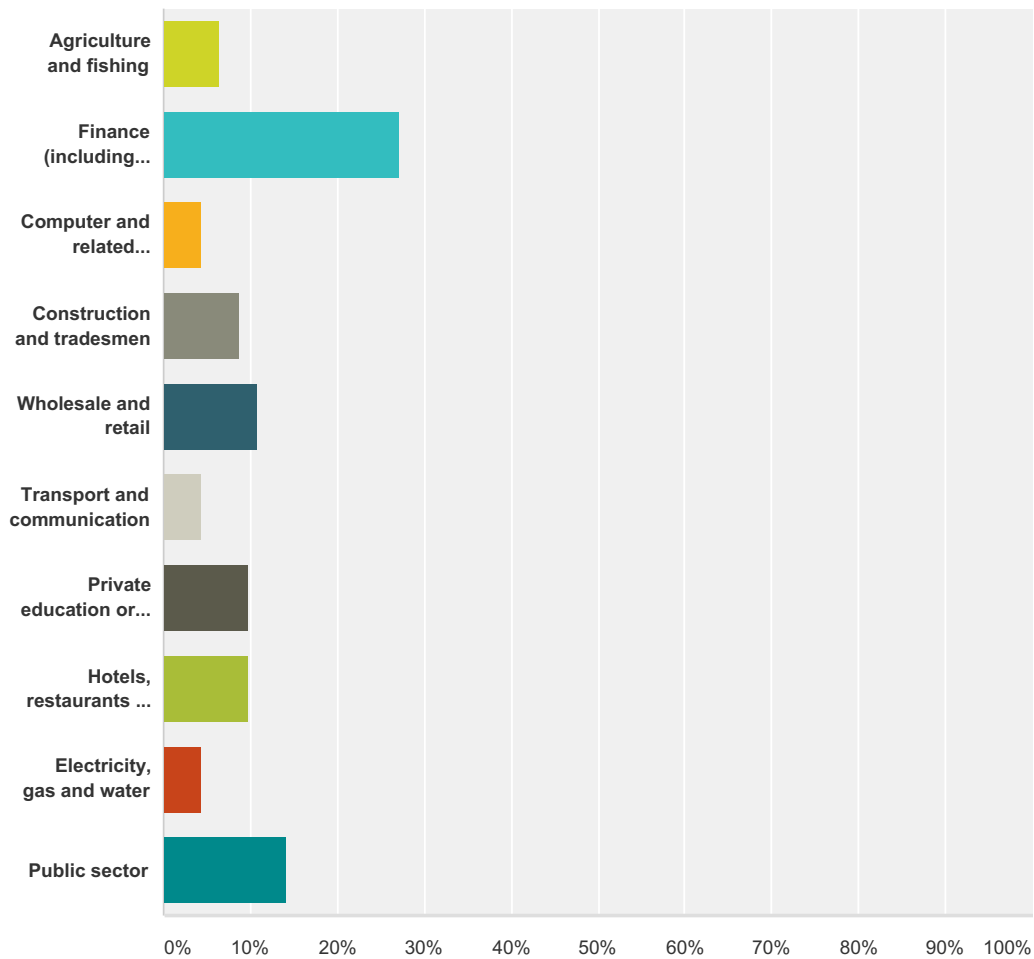


Answer Choices	Responses	
Yes	33.71%	89
No	66.29%	175
Total		264

Zero-hours Contracts (employees)

Q8 If yes, what sector did you previously work in?

Answered: 92 Skipped: 172



Answer Choices	Responses
Agriculture and fishing	6.52% 6
Finance (including legal work)	27.17% 25
Computer and related activities	4.35% 4
Construction and tradesmen	8.70% 8
Wholesale and retail	10.87% 10
Transport and communication	4.35% 4
Private education or health	9.78% 9
Hotels, restaurants and bars	9.78% 9
Electricity, gas and water	4.35% 4
Public sector	14.13% 13

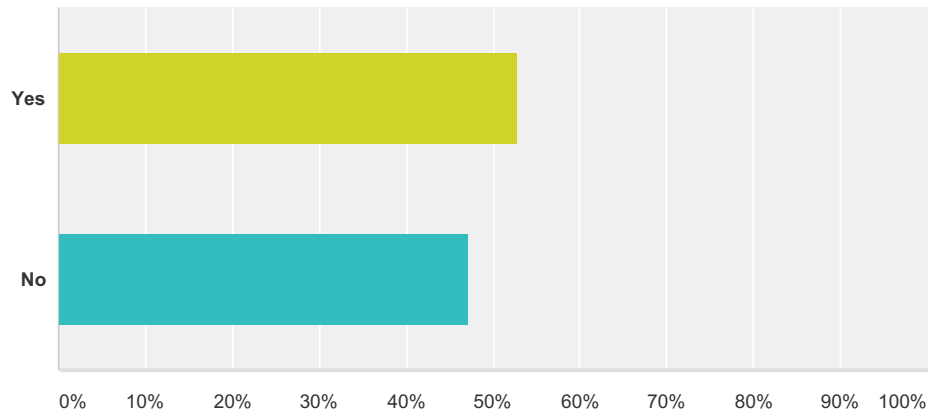
Zero-hours Contracts (employees)

Total	92
-------	----

Zero-hours Contracts (employees)

Q9 If yes to question 7, do you have a professional or vocational qualification in this sector?

Answered: 161 Skipped: 103

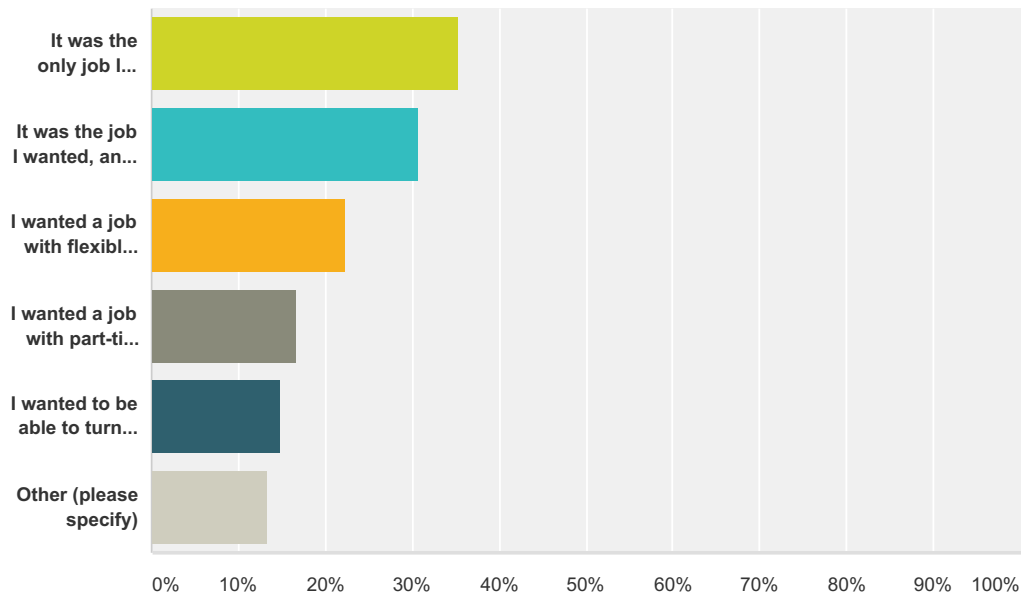


Answer Choices	Responses	
Yes	52.80%	85
No	47.20%	76
Total		161

Zero-hours Contracts (employees)

Q10 Why did you choose to accept a zero-hours contract? [please tick all that apply]

Answered: 264 Skipped: 0

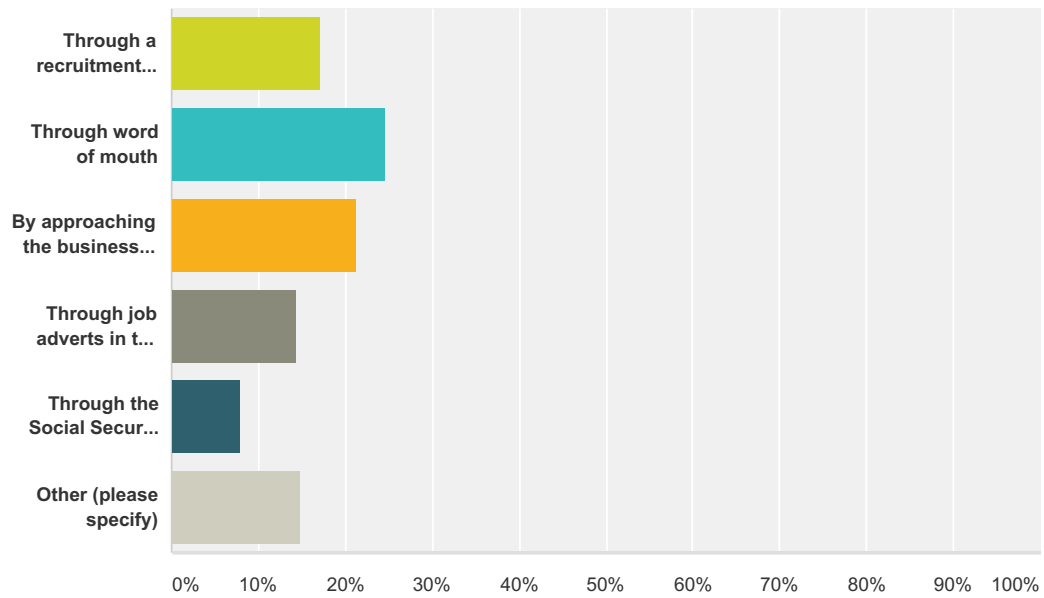


Answer Choices	Responses
It was the only job I could find at the time	35.23% 93
It was the job I wanted, and it was only offered as a zero-hours contract	30.68% 81
I wanted a job with flexible hours	22.35% 59
I wanted a job with part-time hours	16.67% 44
I wanted to be able to turn down work if I had other commitments	14.77% 39
Other (please specify)	13.26% 35
Total Respondents: 264	

Zero-hours Contracts (employees)

Q11 How did you find your zero-hours employment?

Answered: 264 Skipped: 0

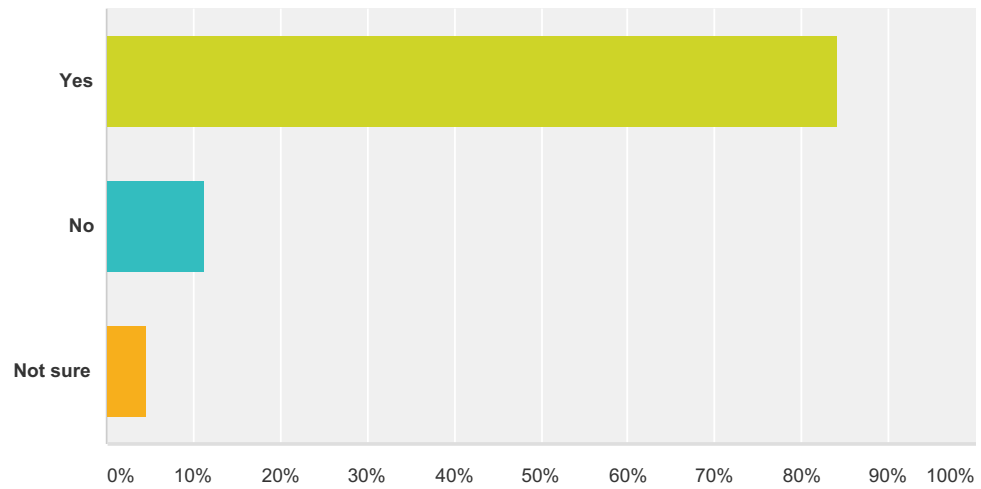


Answer Choices	Responses
Through a recruitment agency	17.05% 45
Through word of mouth	24.62% 65
By approaching the business directly	21.21% 56
Through job adverts in the JEP or online	14.39% 38
Through the Social Security Department	7.95% 21
Other (please specify)	14.77% 39
Total	264

Zero-hours Contracts (employees)

Q12 Have you seen and signed a contract for your zero-hours employment?

Answered: 264 Skipped: 0

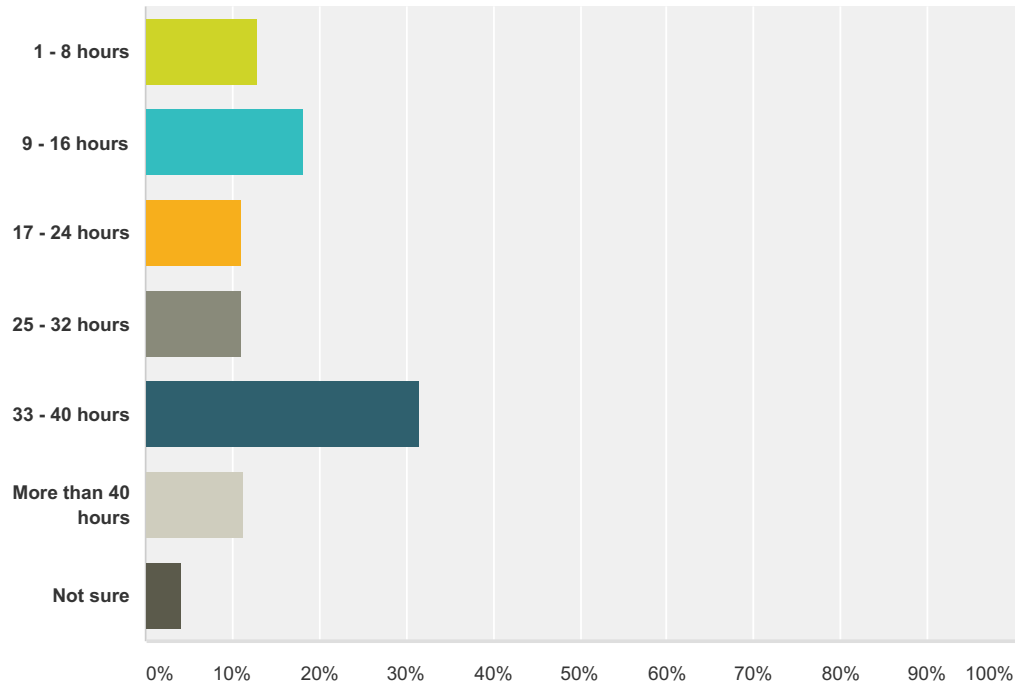


Answer Choices	Responses
Yes	84.09% 222
No	11.36% 30
Not sure	4.55% 12
Total	264

Zero-hours Contracts (employees)

Q13 How many hours on average do you work per week under your zero-hours contract? If you have more than one zero-hours contract, please answer for the one in which you do most hours work.

Answered: 264 Skipped: 0



Answer Choices	Responses
1 - 8 hours	12.88% 34
9 - 16 hours	18.18% 48
17 - 24 hours	10.98% 29
25 - 32 hours	10.98% 29
33 - 40 hours	31.44% 83
More than 40 hours	11.36% 30
Not sure	4.17% 11
Total	264

Zero-hours Contracts (employees)

Q14 In the last month, what is the maximum and minimum numbers of hours you have worked in a week under your zero-hours contract?

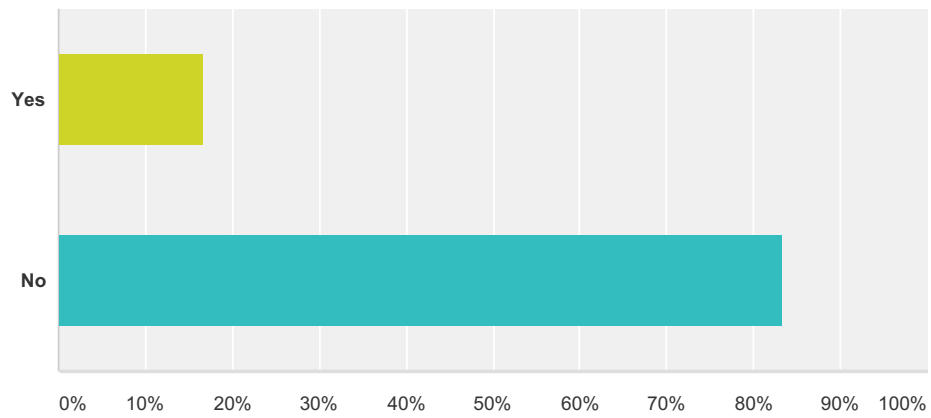
Answered: 264 Skipped: 0

Answer Choices	Responses	
Maximum	100.00%	264
Minimum	100.00%	264

Zero-hours Contracts (employees)

Q15 Is the work seasonal, for example is there more work in the summer months?

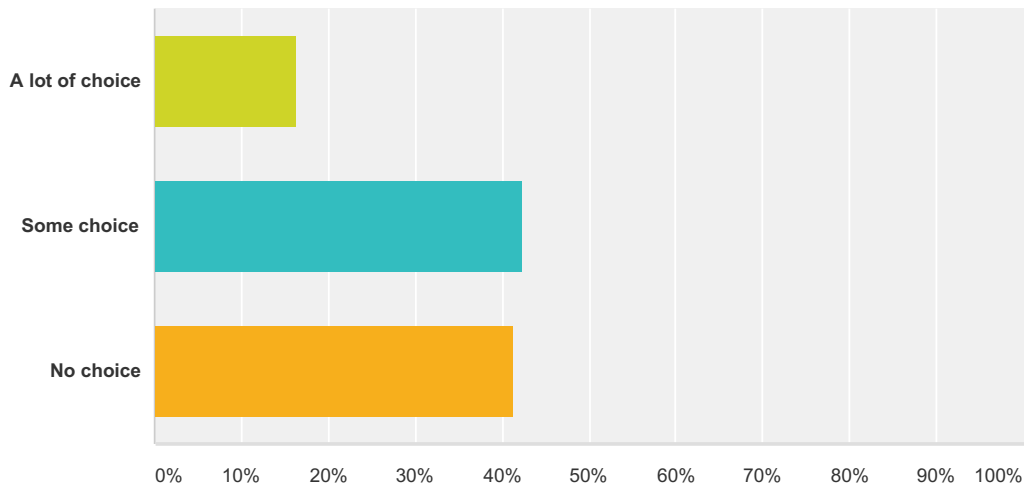
Answered: 264 Skipped: 0



Answer Choices	Responses	
Yes	16.67%	44
No	83.33%	220
Total		264

Q16 How much choice do you believe you have over the number of hours you work?

Answered: 264 Skipped: 0

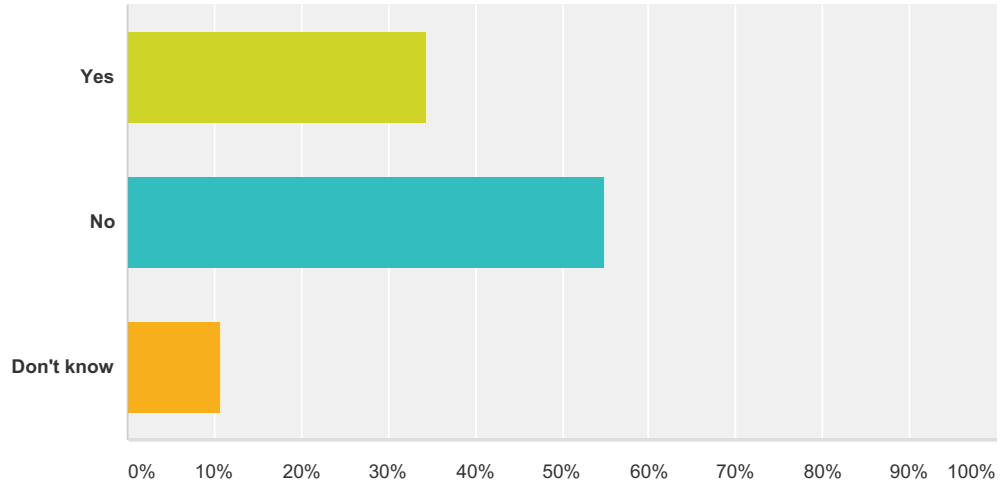


Answer Choices	Responses	Count
A lot of choice	16.29%	43
Some choice	42.42%	112
No choice	41.29%	109
Total		264

Zero-hours Contracts (employees)

Q17 Would you like to work more hours than you typically receive under your zero-hours contract in an average week?

Answered: 264 Skipped: 0

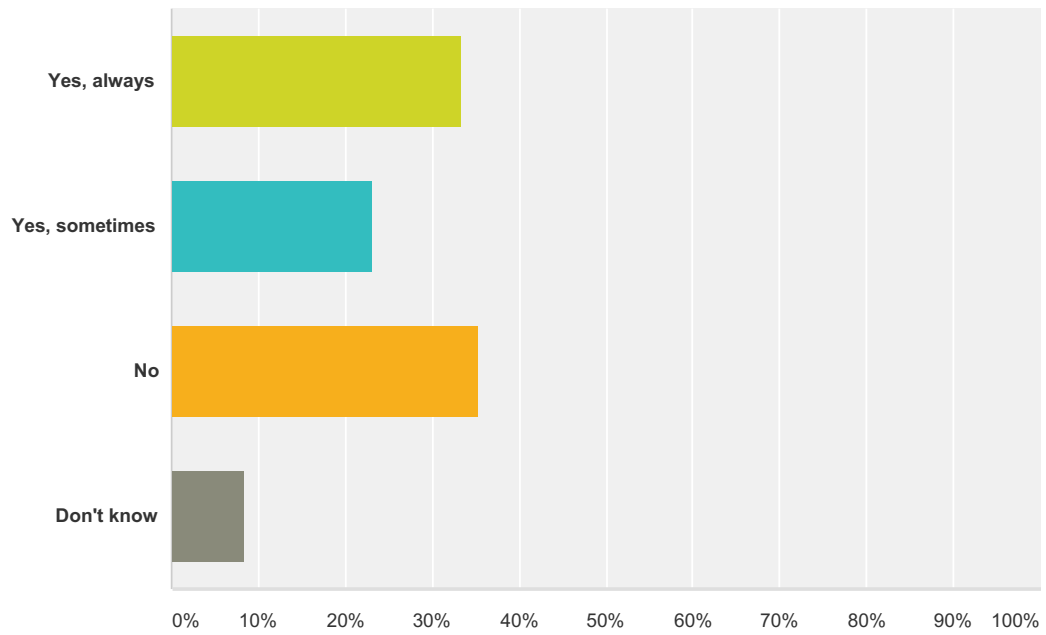


Answer Choices	Responses	
Yes	34.47%	91
No	54.92%	145
Don't know	10.61%	28
Total		264

Zero-hours Contracts (employees)

Q18 Are you obliged to accept work if it is offered?

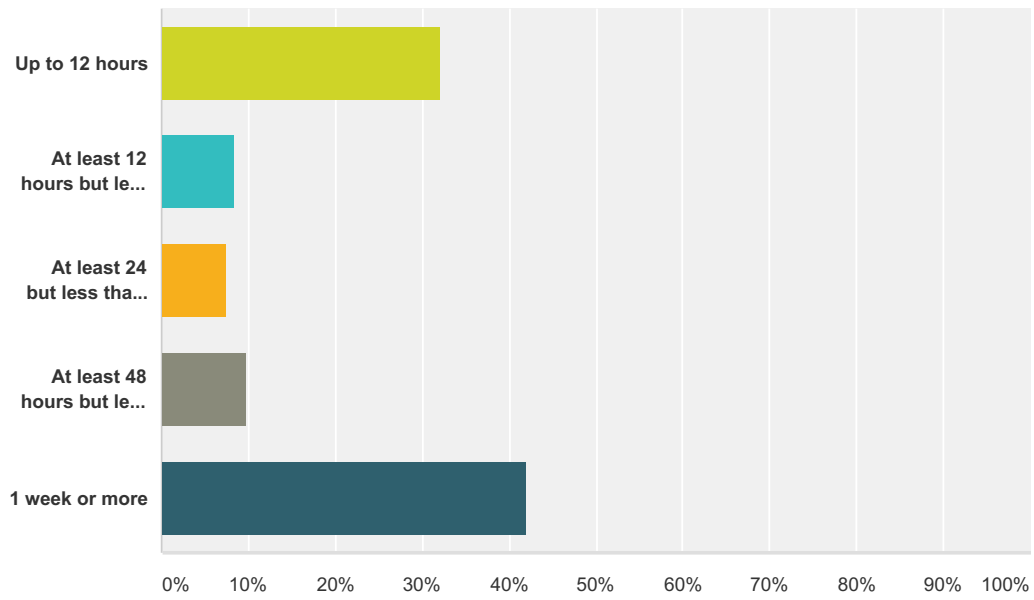
Answered: 264 Skipped: 0



Answer Choices	Responses
Yes, always	33.33% 88
Yes, sometimes	23.11% 61
No	35.23% 93
Don't know	8.33% 22
Total	264

Q19 How much notice do you generally receive when work is offered?

Answered: 264 Skipped: 0

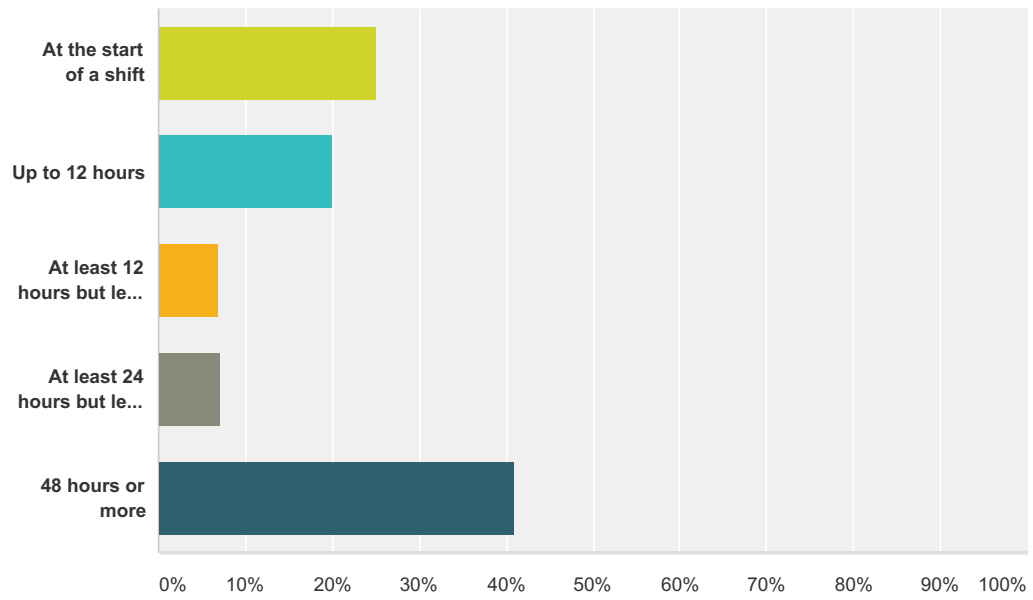


Answer Choices	Responses
Up to 12 hours	32.20% 85
At least 12 hours but less than 24 hours	8.33% 22
At least 24 but less than 48 hours	7.58% 20
At least 48 hours but less than 1 week	9.85% 26
1 week or more	42.05% 111
Total	264

Zero-hours Contracts (employees)

Q20 How much notice do you generally receive when work is cancelled?

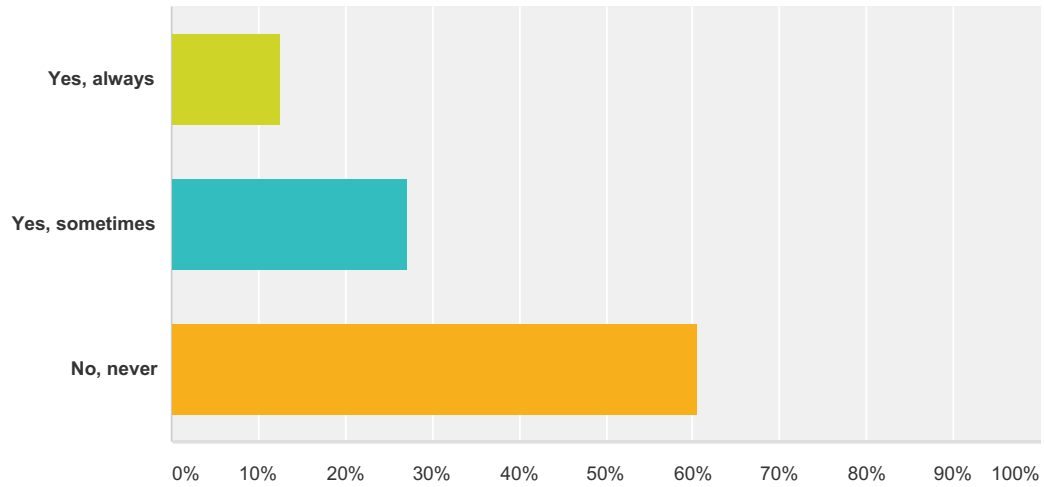
Answered: 264 Skipped: 0



Answer Choices	Responses
At the start of a shift	25.00% 66
Up to 12 hours	20.08% 53
At least 12 hours but less than 24 hours	6.82% 18
At least 24 hours but less than 48 hours	7.20% 19
48 hours or more	40.91% 108
Total	264

Q21 Are you ever penalised in any way (for example not being offered hours in the future) if you are not available for work when offered it?

Answered: 225 Skipped: 39

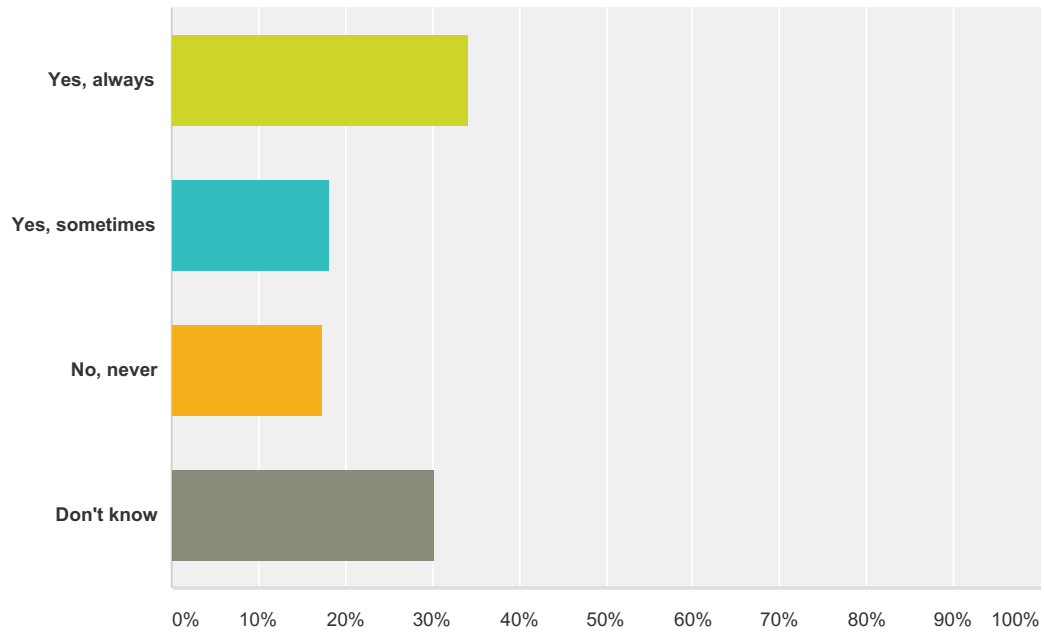


Answer Choices	Responses	
Yes, always	12.44%	28
Yes, sometimes	27.11%	61
No, never	60.44%	136
Total		225

Zero-hours Contracts (employees)

Q22 Are you allowed to work for another employer under the terms of your zero-hours employment?

Answered: 225 Skipped: 39

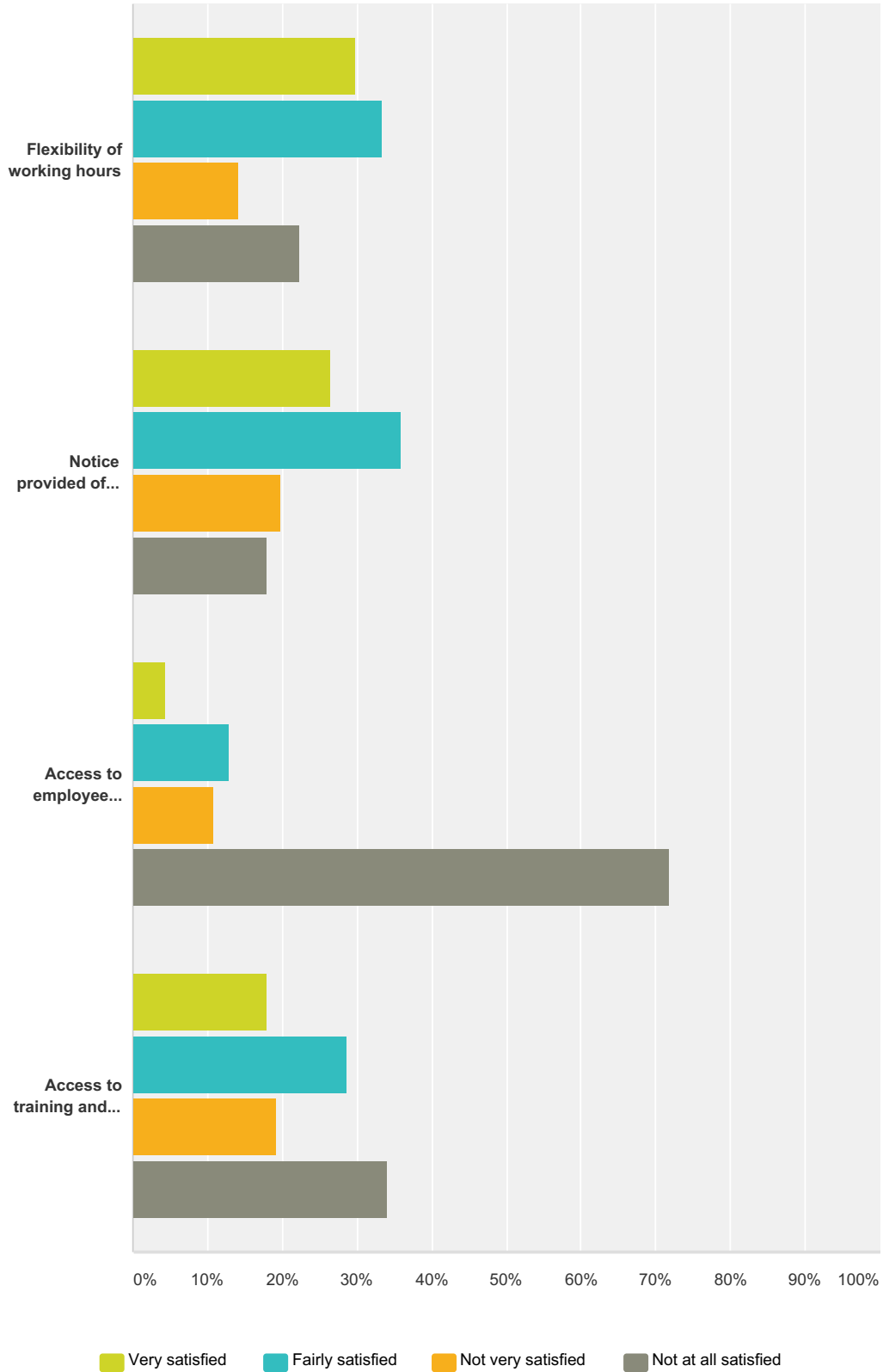


Answer Choices	Responses
Yes, always	34.22% 77
Yes, sometimes	18.22% 41
No, never	17.33% 39
Don't know	30.22% 68
Total	225

Zero-hours Contracts (employees)

Q23 In respect of your zero-hours employment, how would you rate the following aspects?

Answered: 225 Skipped: 39



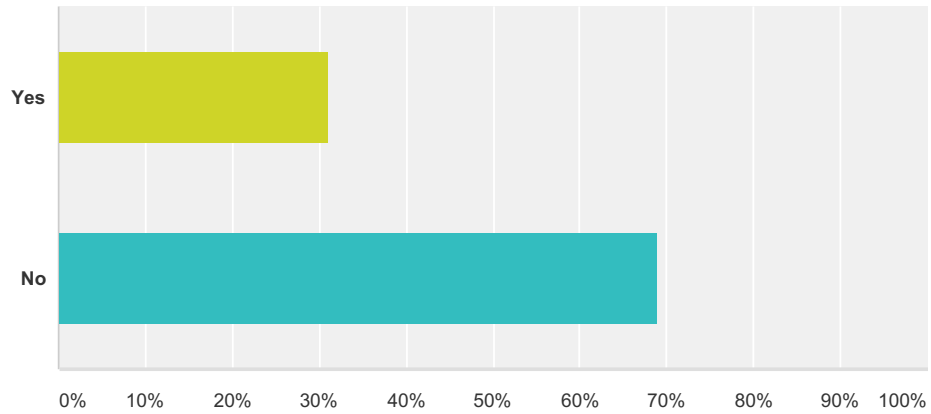
Zero-hours Contracts (employees)

	Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	Total
Flexibility of working hours	29.91% 67	33.48% 75	14.29% 32	22.32% 50	224
Notice provided of work required	26.46% 59	35.87% 80	19.73% 44	17.94% 40	223
Access to employee benefits (for example, pension scheme or sickness pay)	4.48% 10	13.00% 29	10.76% 24	71.75% 160	223
Access to training and development	17.94% 40	28.70% 64	19.28% 43	34.08% 76	223

Zero-hours Contracts (employees)

Q24 Have you encountered any difficulties in accessing Social Security sickness benefits on account of being engaged on a zero-hours contract?

Answered: 225 Skipped: 39

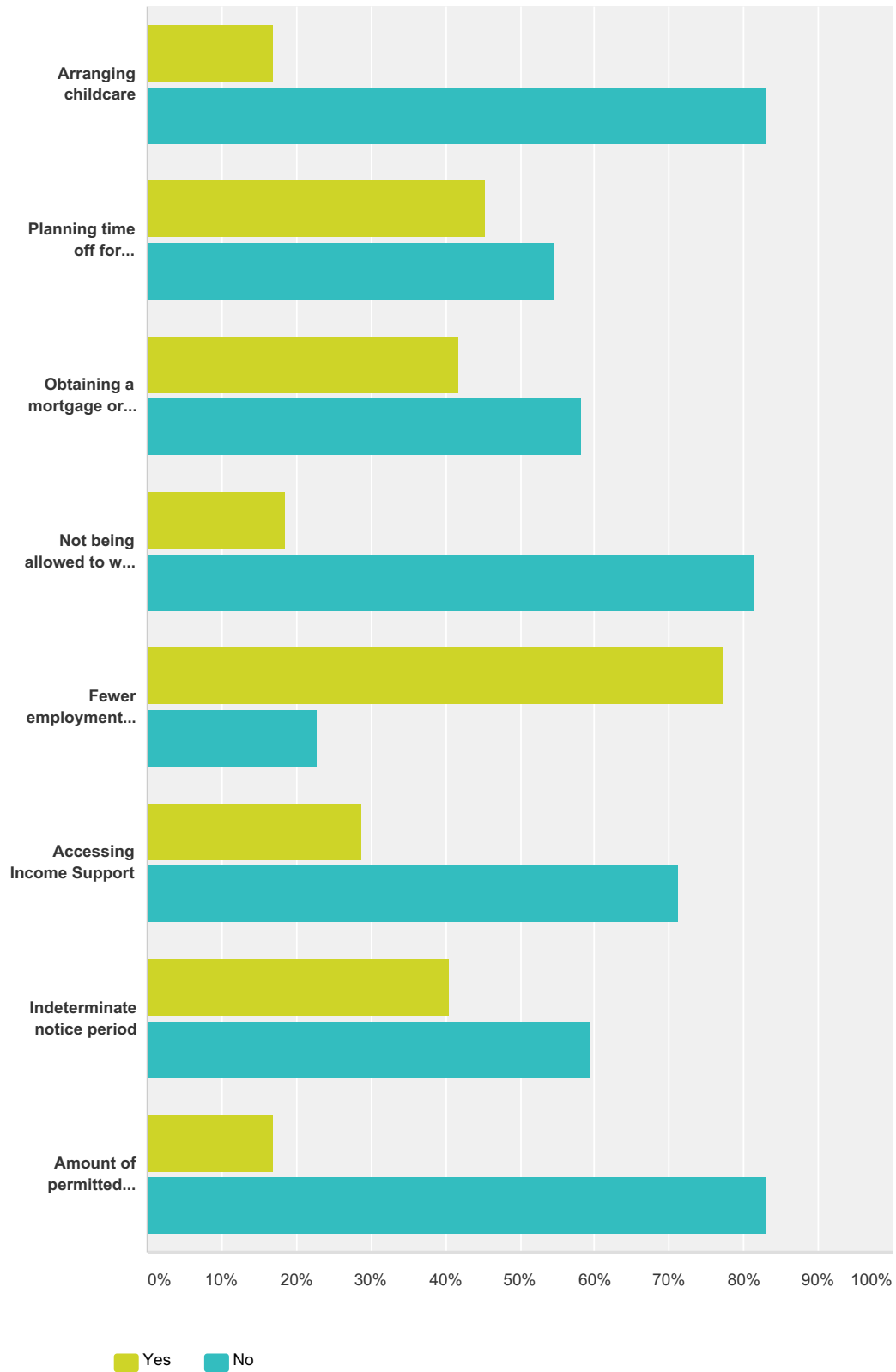


Answer Choices	Responses
Yes	31.11% 70
No	68.89% 155
Total	225

Zero-hours Contracts (employees)

Q25 Are any of the following a problem for you as a direct result of being, or having been, on a zero-hours contract?

Answered: 225 Skipped: 39



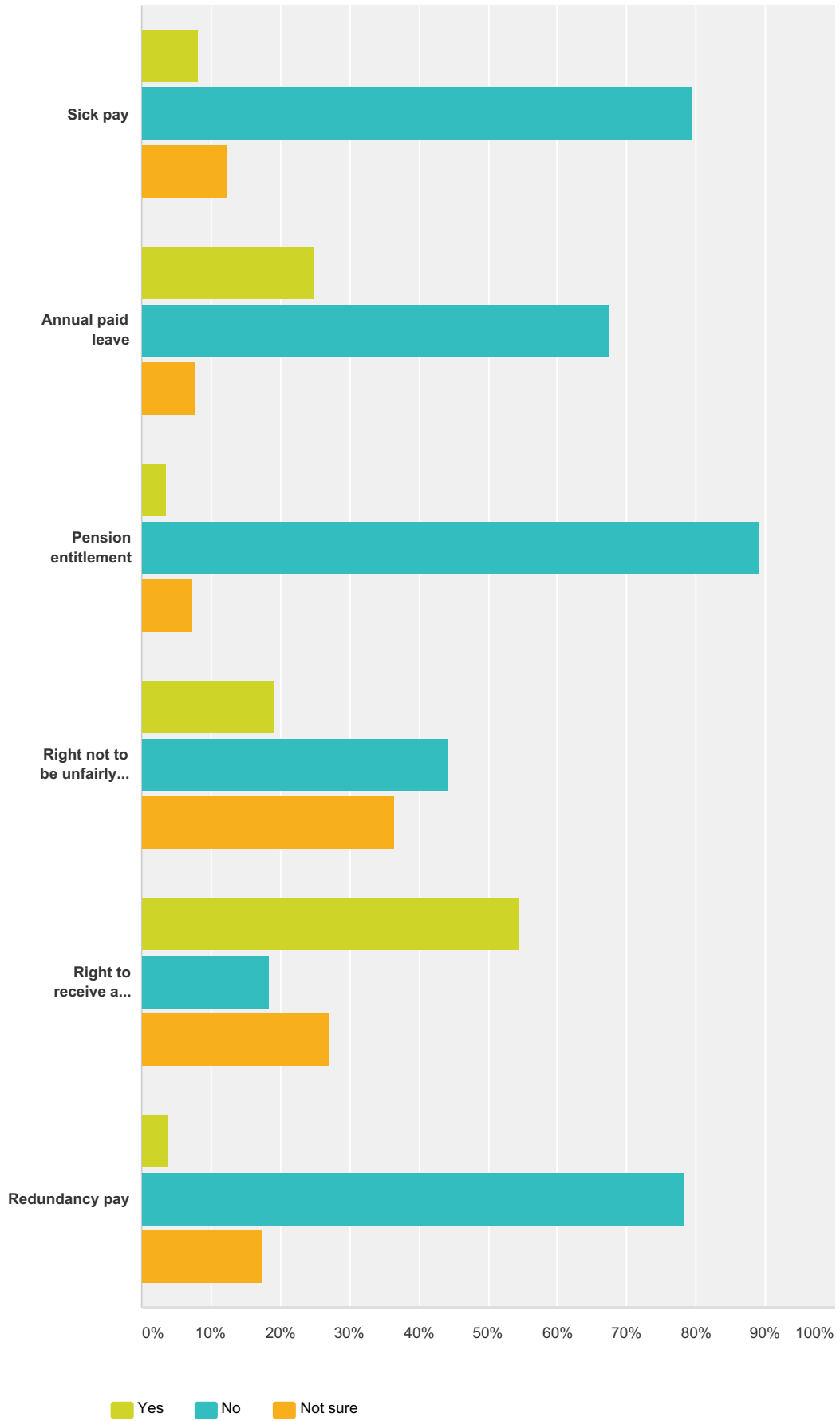
Zero-hours Contracts (employees)

	Yes	No	Total
Arranging childcare	16.89% 38	83.11% 187	225
Planning time off for holidays	45.33% 102	54.67% 123	225
Obtaining a mortgage or loan	41.78% 94	58.22% 131	225
Not being allowed to work for another employer	18.67% 42	81.33% 183	225
Fewer employment benefits (such as pension or sick pay)	77.33% 174	22.67% 51	225
Accessing Income Support	28.89% 65	71.11% 160	225
Indeterminate notice period	40.44% 91	59.56% 134	225
Amount of permitted travel time during work	16.89% 38	83.11% 187	225

Q26 Are you eligible for any of the following employment rights and benefits?

Answered: 222 Skipped: 42

Zero-hours Contracts (employees)

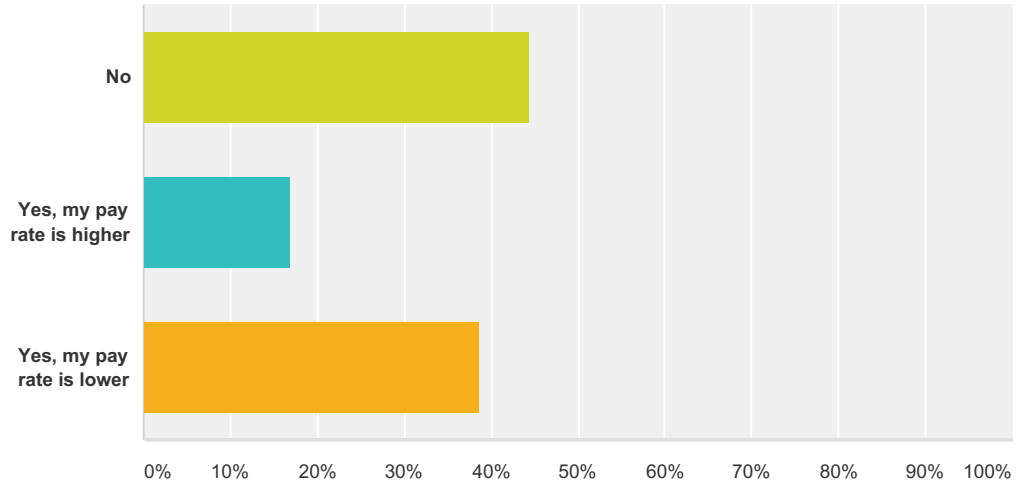


Zero-hours Contracts (employees)

	Yes	No	Not sure	Total
Sick pay	8.18% 18	79.55% 175	12.27% 27	220
Annual paid leave	24.89% 55	67.42% 149	7.69% 17	221
Pension entitlement	3.64% 8	89.09% 196	7.27% 16	220
Right not to be unfairly dismissed	19.18% 42	44.29% 97	36.53% 80	219
Right to receive a written statement of terms and conditions	54.59% 119	18.35% 40	27.06% 59	218
Redundancy pay	4.05% 9	78.38% 174	17.57% 39	222

Q27 Is your pay rate different from those of employees on other contracts doing the same job?

Answered: 225 Skipped: 39

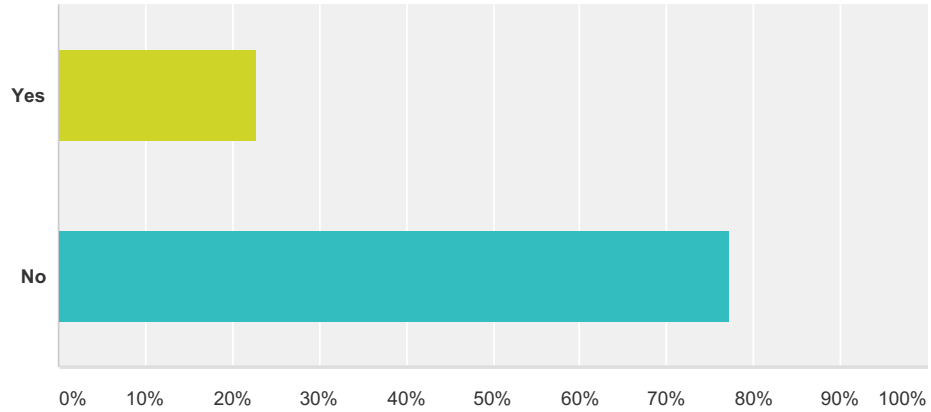


Answer Choices	Responses	Count
No	44.44%	100
Yes, my pay rate is higher	16.89%	38
Yes, my pay rate is lower	38.67%	87
Total		225

Zero-hours Contracts (employees)

Q28 Have you seen a copy of the Zero-hours Contracts Guide which has been published by the Jersey Advisory and Conciliation Service (JACS) and which is available on its website?

Answered: 225 Skipped: 39

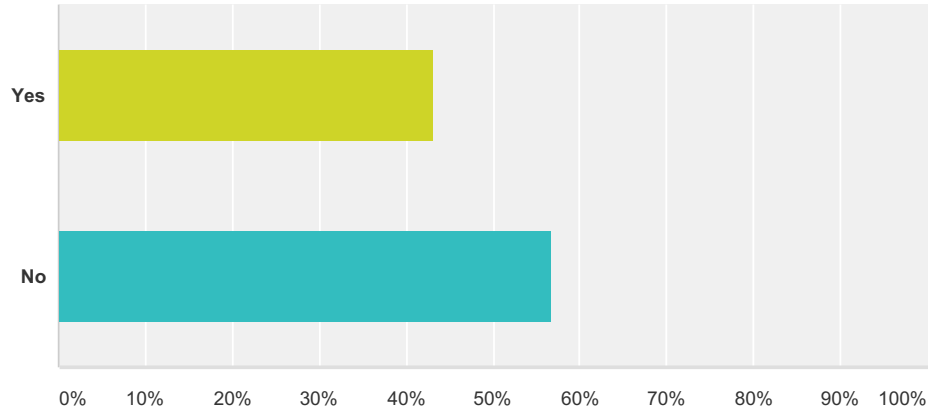


Answer Choices	Responses	
Yes	22.67%	51
No	77.33%	174
Total		225

Zero-hours Contracts (employees)

Q29 If you have a zero-hours contract, has it been reviewed by you and your employer?

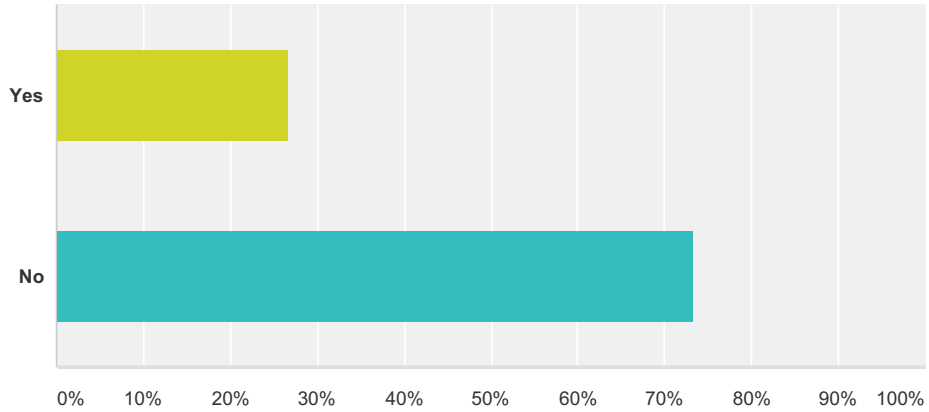
Answered: 225 Skipped: 39



Answer Choices	Responses
Yes	43.11% 97
No	56.89% 128
Total	225

Q30 Have you ever considered making a complaint to your employer about the terms of your zero-hours working arrangements?

Answered: 225 Skipped: 39

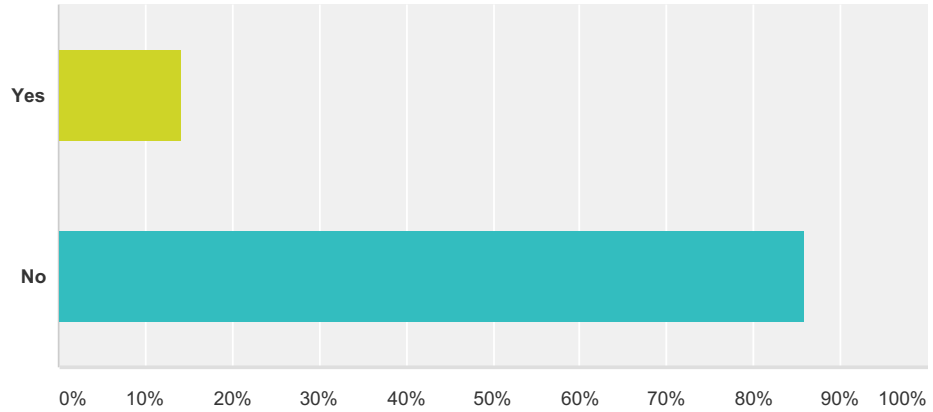


Answer Choices	Responses	
Yes	26.67%	60
No	73.33%	165
Total		225

Zero-hours Contracts (employees)

Q31 Have you ever made a complaint to your employer about the terms of your zero-hours working arrangements?

Answered: 225 Skipped: 39

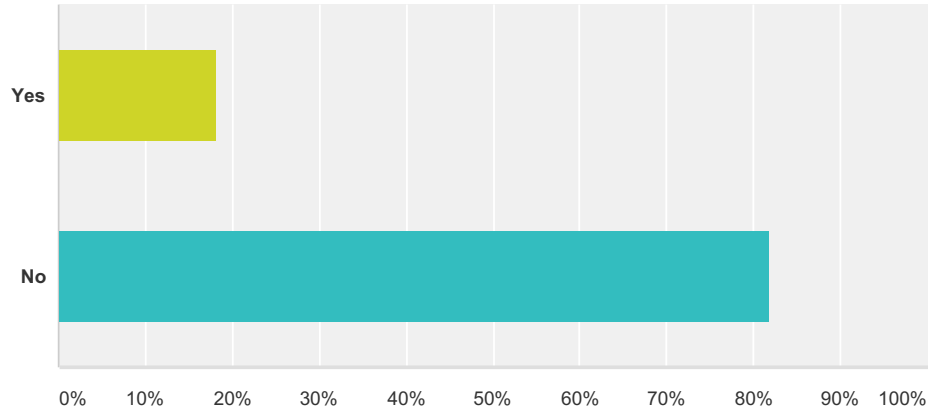


Answer Choices	Responses	
Yes	14.22%	32
No	85.78%	193
Total		225

Zero-hours Contracts (employees)

Q32 Have you ever considered making a complaint to JACS about the terms of your zero-hours working arrangements?

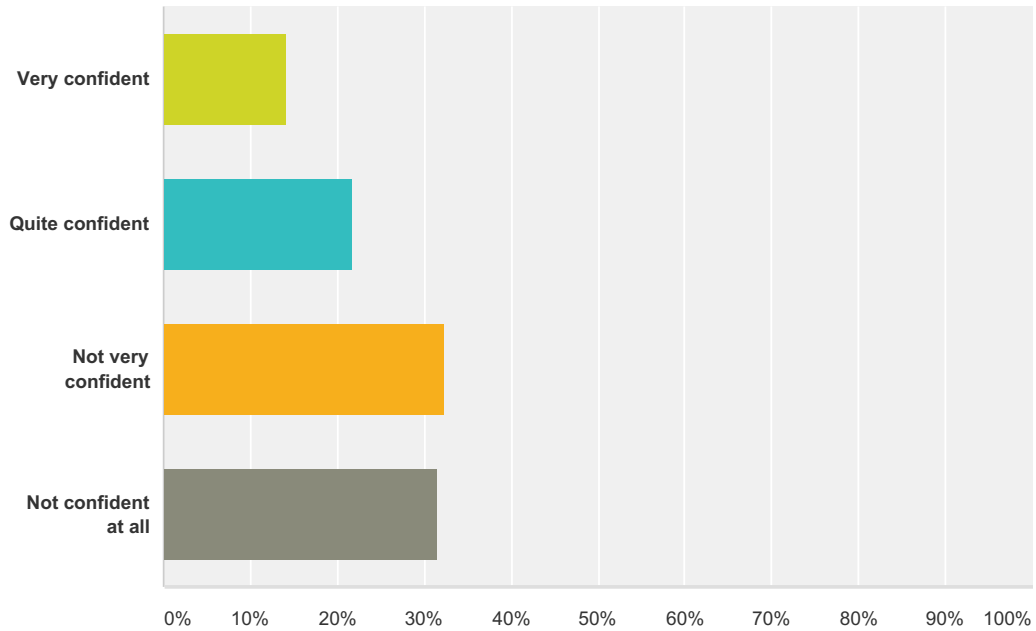
Answered: 225 Skipped: 39



Answer Choices	Responses	
Yes	18.22%	41
No	81.78%	184
Total		225

Q33 How much confidence do you have that complaints to your employer about zero-hours working arrangements would be addressed?

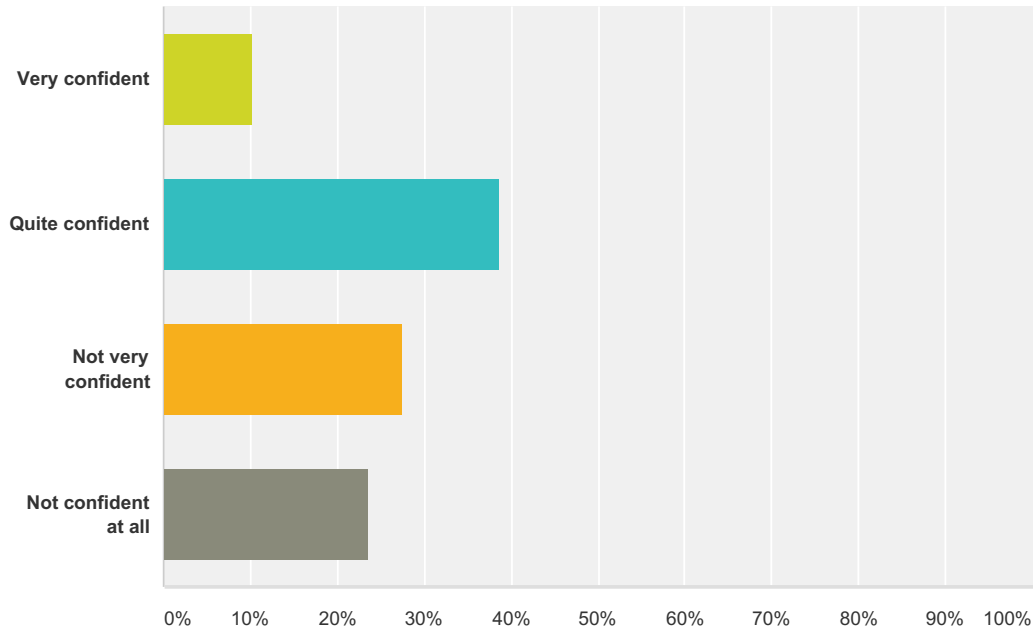
Answered: 225 Skipped: 39



Answer Choices	Responses
Very confident	14.22% 32
Quite confident	21.78% 49
Not very confident	32.44% 73
Not confident at all	31.56% 71
Total	225

Q34 How much confidence do you have that complaints to JACS about zero-hours working arrangements would be addressed?

Answered: 225 Skipped: 39

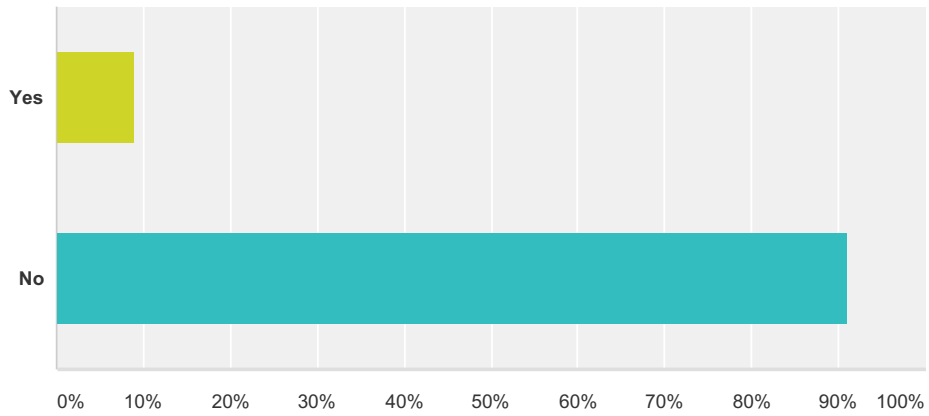


Answer Choices	Responses	
Very confident	10.22%	23
Quite confident	38.67%	87
Not very confident	27.56%	62
Not confident at all	23.56%	53
Total		225

Zero-hours Contracts (employees)

Q35 Do you belong to a union or employees' association?

Answered: 225 Skipped: 39



Answer Choices	Responses	
Yes	8.89%	20
No	91.11%	205
Total		225

Q36 Who is your employer? [OPTIONAL]

Answered: 100 Skipped: 164