

# Join me and end the iniquity of zero-hours contracts

Julian Richer  
Sunday May 15 2022, 12.01am, The Sunday Times

W

hat was a wealthy capitalist doing giving a speech at Congress

House, the TUC's headquarters in London? The mood was sober. The audience were looking me up and down rather apprehensively. Luckily, I had brought some friends along for moral support.

It was January 13, 2020, and I was there to talk about what I saw as a scourge on society. I was firmly on their side. By the end of my nine-minute talk, I felt I had won the audience over — admittedly by trying a little humour, not always easy when discussing a matter of gravity for many. But I was preaching to the converted, after all.

I was talking about zero-hours contracts.

These ghastly things are occasionally harmless; if a student works a few irregular hours a week in a bar, they are absolutely fine — as long as these people have other income to live on (I am not talking about short-term contracts for pop festivals, summer jobs etc, because here everyone knows where they stand).

But it is estimated that a majority of 900,000 zero-hours contract workers don't have that luxury. They are mostly women and have had these contracts imposed on them, or felt forced to sign them when alternative work was not available. This is no different to dockers standing on the quayside waiting for bosses to come along in their trucks to offer them a day's work if they were lucky. If they weren't

picked, they went hungry. That was 100 years ago — and little has changed. I feel for these people.

Research has found that workers on zero-hours contracts are at greater risk of psychological distress and being unhappy than those in full-time jobs. Do we really want stressed, demotivated and disgruntled staff?

But they're lucky to have jobs, aren't they? What's all the fuss about?

Fine. But try renting a flat when you can't provide evidence of regular income. Even decent, ethical landlords won't touch you with a bargepole.

The outcome is that some of our hardest-working and most wonderful carers, many of whom don't even earn the real living wage, literally end up living on the breadline and in debt. Some have to sleep in their cars.

Is this the society we want? Where are these workers supposed to live? Social housing stock is like gold dust, with 8 million Britons living in overcrowded, unaffordable and unsuitable conditions (according to the Church of England's independent housing commission).

Another example: a single mum, trying to juggle her busy life and keen to work, arranges childcare. She goes to work but after a couple of hours the boss says: "Sorry, love, it's quiet today — I'm going to send you home early." What the hell?! She has earned no money and yet still has childcare costs to pay. This is just not fair.

The imbalance of power between bosses and workers is always there. In my opinion, the latter group's vulnerability is multiplied many times over by zero-hours contracts. If bullying or harassment is occurring in a workplace, it is going to be much harder for those not on permanent contracts to speak out about any mistreatment. They just won't get any hours the next week.

Annoyingly, when universal credit recipients are trying to work with the uncertainty of a zero-hours contract, this makes it doubly difficult, with their income changing all the time.

How come only a quarter of countries in the EU even allow the damn things? They are a great source of poverty and misery. We should be ashamed.

So, if you are an employer using zero-hours contracts, please consider binning them. If you are not ready to do that, or your business is a special case and really needs them (such as an events company working only on sporadic dates), please switch to a “fairer hours” contract that gives two weeks’ notice of shifts — with the worker being paid if they are cancelled within that period.

I promise this will be to your benefit. Your staff will feel happier and more secure. They will be less stressed, less likely to leave you or not show up for shifts, and be more loyal. Trust me.

Postscript: the Daily Telegraph kindly sent along a journalist to cover my speech. Supposedly, this was the first visit by a Telegraph staffer to Congress House in living memory. They dutifully published a piece about my rallying call, with a nice photo of TUC general secretary Frances O’Grady smiling behind me while I was holding forth. I was there to launch the Zero Hours Justice campaign, which I had set up to try and change this abhorrent practice.

## **Comments(107) @ 09:03 Monday 16/5/2022**

Sort by  
**Recommended**

Neil Chowney  
1 DAY AGO

I work supporting social housing residents with employment - absolutely agree that zero hours needs to be consigned to the bin. The appalling stories I hear every day about these contracts and the behaviours of employers that use these are shocking.

Reply

Recommend (57)

○ M

Matt

1 DAY AGO

So tweak the rules. They don't need to go. They suit some people.

Reply

Recommend (11)

▪ C

Chris Mitchell

23 HOURS AGO

Replying to Matt

Exactly, they suit a lot of people in today's society that want to build work around a general life balance. This guy bleats on every week because he's reached his 'enough' and now seeks to change the world with his pious holier than thou comments

Reply

Recommend (8)

▪ P

PaulJ

19 HOURS AGO

Replying to Chris Mitchell

Easy for you to say, and pretty obvious you're not a care worker or other on a zero hours contract

working for an exploitative employer and paid the minimum wage, dependent on that income. Yes, ZHCs are fine and serve a purpose for those with another source of income, but breadwinners are being abused by what's currently allowed by law, and that's what's wrong.

Reply

Recommend (7)

- E

England where my heart lies

16 HOURS AGO

Replying to PaulJ

So it's not Zero Hours that's the problem its the employment contract. The same could be said of bad full-time contracts. Category error on your part.

Reply

Recommend

- C

Chris Mitchell

15 HOURS AGO

Replying to PaulJ

That's the point, they don't suit everybody but they suit many of those who take them up

Reply

Recommend

- F

Forward play

12 HOURS AGO

Replying to PaulJ

And so the loudhailer speaks Building legislation that in effect push's a 'once fits all' contract on 30m plus workers, with massively diverse occupations and needs, would be nonsensical Almost as nonsensical as insisting all workers had to join a Union for example Don't you agree Paul J

Reply

Recommend

- M

Michael Whelan

22 HOURS AGO

Replying to Chris Mitchell

Well said Chris, getting as bad as Timpson!

Reply

Recommend (1)

- C

Chris Mitchell

15 HOURS AGO

Replying to Michael Whelan

Yeah I miss Luke Johnson to be honest, although we probably won't see him anymore due to the failure of the food chain he headed up. But I miss his entrepreneurship comments

Reply

Recommend

- M

Michael Brazier

18 HOURS AGO

Replying to Chris Mitchell

Which one of his clearly articulated points do you dispute?

Reply

Recommend (1)

- **M**

Mark Pierson

54 MINUTES AGO

Replying to Chris Mitchell

Thats not what the article is about. If a bad practice isnt working it has to go. My son is 14 and works part-time. His employer never ever sends him home if the work is quiet.He recognises that dropping staff with no notice is a double edged sword. Employment should be about trust and integrity, an opportunity for both sides to learn from each other.

Reply

Recommend

- **E**

England where my heart lies

16 HOURS AGO

No. I'm semi-retired and do 'white collar' zero hours and it suits me down to the ground. The Left always want to ban things they don't like even if it works for some.

Reply

Recommend (3)

- **J**

John Court

15 HOURS AGO

Replying to England where my heart lies

Read the column again. He said that ZHCs suit some people but some have to accept them because they are the only thing on offer. They suit you and you entered the agreement freely. They don't suit others but for others it is the only deal in town so they have to sign. It is not politics it is crude economics.

Reply

Recommend (2)

- C

Chris Mitchell

15 HOURS AGO

Replying to England where my heart lies

Yeah I'm always amazed how many lefties read The Times

Reply

Recommend

- E

England where my heart lies

15 HOURS AGO

Replying to Chris Mitchell

Sadly, I'm not.

Reply

Recommend

- F

Forward play



12 HOURS AGO

If only it were black and white It really isn't

Reply

Recommend

Marcus Royd

1 DAY AGO

My operations director recently came and said he wanted to move the warehouse staff to zero hours. I agreed, as long as he did as well. For some reason he didn't feel that was a great idea. Never brought it up again.

Reply

Recommend (46)

o J

JustAThought

21 HOURS AGO

Ha, great response!

Reply

Recommend (3)

Tony Johns

1 DAY AGO

I have a zero hours contract. It suits me. I can understand for some it is not appropriate, all I ask is that we don't ban something that isn't universally wrong. We need to stop and prevent exploitation, not a particular type of contract.

Reply

Recommend (29)

Dibs

1 DAY AGO

You're focusing solely on bad practice in retail. I run a business dominated by women in healthcare. The majority are on normal contracts. Some however are looking for work after maternity elsewhere or returning to work. They require flexibility so they can plan

family childcare arrangements and further study etc. The zero hours, as part of a plethora of options we offer are often the most chosen. We find we can offer shifts well in advance and can cover patient care, the staff appreciate the earning potential on their terms. Taking this option away will damage workers rights, not enhance him. Maybe employers should have to offer more than one type of contract?

Reply

Recommend (24)

- D

Draco

1 DAY AGO

Commendable. The critical difference, is that you give them the choice - the issue is with employers that force these contracts on employees seeking a regular income.

Reply

Recommend (39)

- M

Martin R

1 DAY AGO

Replying to Draco

Yes but what is being proposed is an outright ban. So people genuinely concerned about others want to impose their view on people that do want the contracts. Change the rules to protect people would be my view not ban them as a blanket rule.

Reply

Recommend

- E

East of Eden

1 DAY AGO

Most of those contracts are truly awful.

Reply

Recommend (18)

- G

George Williamson

1 DAY AGO

Replying to East of Eden

Then workers won't accept them?!



Reply

Recommend (1)

- E

East of Eden

1 DAY AGO

Replying to George Williamson

They have to accept them. It's marginally better than begging in the gutter.

Reply

Recommend (3)

- M

Matt

1 DAY AGO

Replying to East of Eden

The last figure I saw was that only 1 in 40 people are employed using those contracts and most like it. Our unemployment rate is very low. There is a labour shortage. If you want

work you can get it. If you want different work you can get that too.

Reply

Recommend (1)

- E

East of Eden

1 DAY AGO

Replying to Matt



Reply

Recommend

- G

George Williamson

1 DAY AGO

Replying to East of Eden

That's because the Public Sector use them most?! 🚩 🤔 🚩

Reply

Recommend

- E

East of Eden

1 DAY AGO

Replying to George Williamson

Hardly matter does it?

Reply

Recommend

- G

George Williamson

1 DAY AGO

Replying to East of Eden

So YOU are saying it is acceptable for the Public Sector to do this?!



Reply

Recommend

- E

East of Eden

1 DAY AGO

Replying to George Williamson

No, I'm saying it's not acceptable whoever does it.

Reply

Recommend

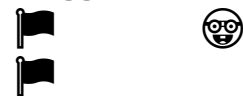
- G

George Williamson

1 DAY AGO

Replying to East of Eden

So support Rees-Mogg then?!



Reply

Recommend

- E

East of Eden

1 DAY AGO

Replying  
to George  
Williamson

If he's saying  
zero hours  
contracts are a  
disaster, then  
yes, of course.

Reply

Recommend

○ R

Roger Thecabinboy

16 HOURS AGO

I'm assuming you have a minimum shift length and not paying  
someone for a 30 minute visit, for 30 minutes.

Reply

Recommend

G Batchelor

1 DAY AGO

A very powerful argument against zero hour contracts. A lot of sense in  
these columns. Thank you, Mr Richer.

Reply

Recommend (23)

Anita Richardson

1 DAY AGO

No wonder Richer Sounds has been voted one of the best employer to  
work for

Reply

Recommend (13)

Richard Bear

1 DAY AGO

Zero hours = manipulation, power, and 19th century attitudes to management. I regret that the unions have lost their way and no longer support those workers being downtrodden. Where is the labour party? Does no one care?

Reply

Recommend (11)

- M

Matt

1 DAY AGO

What if you're a mum who can fit a few hours in here and there? What if you're a student who values the flexibility. The problem isn't the concept of zero hours contracts. The rules may need tweaking, that's all.

Reply

Recommend (7)

- R

Richard Bear

1 DAY AGO

Replying to Matt

Your first paragraph is so right. But the downside is that others get taken advantage of. And these people can be the less articulate and aware. My regret is that zero hours is being abused on a grand scale.

Reply

Recommend (1)

- R

Roger Thecabinboy

16 HOURS AGO

Replying to Matt

The problem is presumably you actually want to do some work. What's the point of signup for a job and getting no work? The other problem is the minimum shift length.

Reply

Recommend

○ J

John Adsett

1 DAY AGO

Bow lox

Reply

Recommend (2)

▪ R

Richard Bear

1 DAY AGO

Replying to John Adsett

I really do not understand. Have you a point, or a form of abuse?

Reply

Recommend (1)

▪ H

Happy Smiley People

1 DAY AGO

Replying to John Adsett

Said someone following an ideology, not reality.

Reply

Recommend

○ J



Jools

12 HOURS AGO

Downtrodden? ... lefty rant

Reply

Recommend

- R

Richard Bear

10 HOURS AGO

Replying to Jools

Oh, how wrong you are. Your pre-conceptions are .....

Reply

Recommend

John Adsett

1 DAY AGO

I like my zero hours contract. No mutuality of obligation means I can work when I want. Or not as the case may be. Ask any “bank” nurse or locum doctor, for example. Terms like “baby” and “bathwater” spring to mind

Reply

Recommend (9)

- H

Happy Smiley People

1 DAY AGO

Bank nurses invariably have full time jobs as well, and locum doctors and pharmacists are self employed. Terms like ‘missing’ and ‘point’ spring to mind.

Reply

Recommend (19)

- J

John Adsett

15 HOURS AGO

Replying to Happy Smiley People

"invariably". Not in my experience. Some do; many don't, often because they are easing their way back into work after a career break, or prefer work that they can fit around childcare. If anyone's missing the point...

Reply

Recommend (1)

- *This comment violated our policy.*

John Adsett

10 HOURS AGO

I ran a nurse bank for 15 years and directly employed locum doctors for 24. But, hey, what do I know?

Reply

Recommend

- H

Happy Smiley People

9 HOURS AGO

Replying to John Adsett

Apparently very little. How did you get it so wrong? You still haven't contradicted my points. Tory dogma before thought?

Reply

Recommend

○ R

Roger Thecabinboy

16 HOURS AGO

All of those nurses are working some hours. We have staff who sign up for part-time and they are expected to work a minimum of 15 hrs a week. There's a ton of work out there and we have a long wait-list of patients.

Reply

Recommend (1)

o H

Heather

16 HOURS AGO

What you are is what I term a 'casual'. Bank nurses and locum doctors get paid a lot more than the normal rate. I hardly think you can argue that casual working arrangements offer that sort pay.

Reply

Recommend (1)

▪ J

John Adsett

15 HOURS AGO

Replying to Heather

You might like to use the term "casual"; others don't. Especially professional staff And you're mixing up "bank nurses and locum doctors" with agency staff. Not all of them are employed via agencies

Reply

Recommend (1)

Dominic

1 DAY AGO

You are a good and wise man.

Reply

Recommend (6)

Kps167

23 HOURS AGO

At last someone talking about real issues. Why is Starmer not shouting about this. They should be made illegal and it is interesting that a businessman is the one shouting. Talking about minimum wage is also a nonsense if you can not get a contract of circa 40 hours. Zero hours also produces very negative management and attitude towards staff.

Reply

Recommend (6)

Peter Morrow

20 HOURS AGO

Zero hours contracts encourage bad and lazy management practices. In such an environment there is no need to plan labour requirements in advance as managers can consciously order too many staff knowing they can send home any surplus.

Reply

Recommend (4)

Cakelady44

22 HOURS AGO

We use zero hours contracts in our hospitality business, but only under these circumstances: - the employee has requested to move to one from a minimum hours contract. We never recruit directly for zero hours or put employees in the position that they have no option to accept (again unless directly requested by the employee at the time of employment) - the contract will be reviewed after 6 months, with the employee able to move to a minimum hours contract at that stage if they want one. (This can actually happen at any stage, but HR will prompt the question at 6 months if not done before then) - employees on zero hours contracts are reminded to take their holiday quarterly (including us telling them how much they have earned) Used fairly, zero hours contracts are not bad. They are, however, exploited by ruthless employers. In an industry whose business levels swing drastically from week to week, we are only able to assign shifts with a week's notice so we wouldn't be able to get your 'fairer hours' accreditation (I have asked this question about more notice for shifts many times on behalf of everyone working in our

restaurants). So more regulation - sure, but don't ban them. I'm also against them earning a higher pay rate. In our industry (where there is an abundance of shifts available) the ability to pick and choose your own shifts is a positive, not something you should be paid more than other employees for.

Reply

Recommend (3)

PGS

21 HOURS AGO

It is clear that zero hours contracts suit some people's circumstances and some may willingly accept them as evidenced by comments below. The issue is that they should not be forced on anyone and there should always be fair alternatives. If a business requires zero hours contracts to be forced on employees/workers then there is something wrong with the business.

Reply

Recommend (3)

Anubis

12 HOURS AGO

There should be a place in any Government cabinet for Mr Richer. An entrepreneur with a brain and heart combined.

Reply

Recommend (3)

Tsing Ma

22 HOURS AGO

Someone with an understanding of societal values. Well said.

Reply

Recommend (3)

Yorkshire Hammer

1 DAY AGO

I run a small business and we use zero hours contracts as a trial period. During this time we find out if we need the extra person and we also see if he or she fits in. With zero hours we might not take that extra person. I think the problem is not the zero hours option it's the crooked employers who exploit the scheme. Tweak the rules but don't ruin the option.

Reply

Recommend (3)

Cyclebabble

1 DAY AGO

I have always liked Richer Sounds and Julian comes across well. I agree that zero hours contracts should be constrained, but care needs to be taken with the drafting of legislation/rules. For example, someone early retired might benefit from an "as and when" arrangement that they return to their old job to cover Summer holiday periods or a local pub might have a call out arrangement for local staff to do extra hours when they get unexpectedly busy. However the old phrase if it looks like a duck, walks like a duck and quacks like a duck then it probably is one springs to mind.

Reply

Recommend (2)

Linda eden

1 DAY AGO

I employ consultants in zero hours contracts - it isn't the construct of the contract that's unfair - it's how they may be used. The consultants may have a number of clients, their roles within the client company may not be required full-time during some phases of a project so the requirement ramps up and down. They do not have to do the work unless they are able and we don't have to provide it. They acquire holiday rights and agency workers rights pro rata to the hours/days they are provided with work and choose to do it. None are forced to accept the contracts and I've never had any of them complain. Their day rates are negotiated according to the level of expertise they provide - most earn far more than I do on a regular full-time salary. In this contractual construct the end user gets someone suitably experienced to work for them - as and when required - if either chooses to do so. In these circumstances there is no exploitation at all so why demonise a contract? There have always been some employers who are mean and exploitative - resolving that requires a different approach. They'll never get staff who stay long and that's their loss. We should beware taking the flexibility out of employment contracts.

Reply

Recommend (2)

o D

DaveL

1 DAY AGO

Good for you. The problem is that many \*are\* exploited and for many employers it becomes an incentive to move from profit making, to profit \*gouging\*.

Reply

Recommend (7)

David Berry

12 HOURS AGO

Very well done - bravo!!!

Reply

Recommend (2)

Ignatius J Reilly

1 DAY AGO

Fact is that when asked the vast majority of those on zero hours contracts state they are happy with that arrangement, and confirm they have freely entered into it after weighing up the pros and cons of the alternatives.

Reply

Recommend (2)

Kidda

1 DAY AGO

Zero hours contracts should be illegal!

Reply

Recommend (2)

ljs86

21 HOURS AGO

I would bet many of those advocating a ban on zero hours contracts either a) do not work in hospitality or b) do not know anyone on such a contract. I have about a dozen staff on zero hours contract and 3 times a year we offer them the opportunity of permanent hours and guess what - they don't want them. They love the fact that if they wish, they can take a month off and go travelling. They are free of the burden of set hours and they love it. It all comes down to open and clear communication with management, and it is this that needs to be regulated. I am under no doubt that there are some on zero hours who are exploited and this must be reduced, but there are millions more people who are on 40 hour contracts who are utterly miserable at the lack of flexibility that their job provides - so which is worse? Ultimately,

businesses should strive to do what's 'right' for customers and for employees, and if that includes zero hours contracts, so be it. The post COVID world has changed employment as we knew it (for the better by the way) - flexible working, higher wages and employee empowerment are here to stay. Those looking to exploit staff through zero hours (or any other matter) will soon be found out.

Reply

Recommend (2)

○ C

Cakelady44

19 HOURS AGO

Sounds like we work for similar employers! Completely agree with your thoughts!

Reply

Recommend (1)

Beryllium

1 DAY AGO

When McDonald's UK ran a programme to offer its 80,000 staff the choice between a perm contract and zero hours, 80% chose the latter.

Reply

Recommend (2)

○ R

Roger Thecabinboy

16 HOURS AGO

A lot of teenagers probably

Reply

Recommend (1)

▪ B

Beryllium

10 HOURS AGO



Replying to Roger Thecabinboy

The average age of McDonald's outlet staff in the UK was 26 when it was last reported.

Reply

Recommend

Kalwant Ajimal  
17 HOURS AGO

Zero hours contracts allowed employers to deny work without notice.  
Zero hours contracts allowed employees to be absent without notice.

Reply

Recommend (2)  
Mr N V D Braden  
22 HOURS AGO

Zero hours contracts also mean the employer never has to give feedback - if they don't like how someone works, they just don't give them any more hours. No explanation necessary. It also becomes a Catch-22 as worker is expected to be free to work when required, possibly has several zero hours contracts in place but every time they take hours with one contract when another also wanted them then they'll get crossed off the list with the second. Finally, how many zero hours employers automatically pay up the holiday entitlement? My student daughters have worked on zero hours contracts and always had to specifically ask for this - a legal right. I wonder how many contractors even know this? Personally I think there should only be 'minimum hours' contracts with opportunities for employers to flex up hours if contractors are available. Festivals etc are 'one offs' that should have a one off contract each time.

Reply

Recommend (1)  
Forward play  
13 HOURS AGO

You summed it up at the beginning in that your issue is not with 'casual labour' in a bar, temporary summer job or evening work. Unfortunately the numbskulls who would draft 'zero hours' legislation will do their usual and fail to differentiate between types of employment. Equally the lobbyists and unions have proven over time to do the same. Coupled

with the 7th highest minimum wage in the world (soon to be 4th when the current political promises are delivered on by 2026) removing the ability of workers and employers to operate 'casual labour' will be a massive step back There is a reason why France has had structural unemployment levels of 10% since 2008 (it's just dipping now) which is driven by unemployment levels amongst the under 25 year olds of 20% (Spain saw under 25 unemployment levels of 40% post 2008 for 10 years!). I agree no regular, full time worker should be allowed to sign or be offered a zero contract hour contract But that's only a part of the story. A case in point might be the worker who is a builder in the day (on a fixed 39 hour contract) but works a few nights a week as a doorman or delivery for Amazon to earn some extra cash for holidays, new car etc. The zero hour contract in this situation suits both; the worker has the flexibility to only work what he fancies or can manage whilst the employee has a flexible worker able to take up the slack at busy times or when lacking someone for certain shifts

Reply

Recommend (1)

Mrs C

19 HOURS AGO

As usual, an excellent article.

Reply

Recommend (1)

Lou Scannon

1 DAY AGO

Julian get yourself into politics mate you'd be a breath of fresh air sorely needed.

Reply

Recommend (1)

Si Man

23 HOURS AGO

A lot of great points made in this article, but it is odd that the article acknowledges the evident truth that zero hours contracts are great for some employees, but then advocates a ban, without suggesting what can or should be done to offset the impact on those people who it really suits. Is the answer just tough, yes they suit you, but they do more harm than good overall, so you have to suffer for the greater good? If so, you should acknowledge that as a downside. Or is there some solution which gets the best of both worlds?

Reply

Recommend (1)

Jimbo25

1 DAY AGO

We have a large number of employees who have chosen zero hour contracts over FT. This suits them, their other job commitments and or life style. The rates of pay and benefits are exactly the same as our full time employees. If we stopped zero hour contracts and only offered full-time contracts most of these people would not have access to this additional income or flexibility to manage their other commitments. This is a self promoting and ill informed piece.

Reply

Recommend (1)

o M

Male Pale and Stale

1 DAY AGO

You write as if the only options are FT or zero hour, which entirely misses the point. What about part time work with contracted hours? Most zero hour workers aren't working full time.

Reply

Recommend (5)

1 reply

Chris Wheatley

17 HOURS AGO

Zero hours contracts work incredibly well abolishing them would just increase unemployment but the government supports the net zero hoax so it might be dumb enough to do it

Reply

Recommend (1)

Trickydicky

16 HOURS AGO

I work on a zero hours contract and love it. I don't want any commitments to any employer and want to choose how many hours I work. It suits me perfectly.

Reply

Recommend (1)

○ O

OldManDJ

15 HOURS AGO

The sort of zero hours contracts that are being discussed are those where the boss decides at a moments notice how long you will work and the employee has no say in it at all.

Reply

Recommend (2)

1 reply

○ I

Ifonly a sage

8 HOURS AGO

The name gives it away

Reply

Recommend (1)

Ifonly a sage

9 HOURS AGO

It has always troubled me that in one of the richest countries in the world we find it acceptable to find means to pay people less than what's needed for a reasonable living wage. In the end we taxpayers are making up the shortfall and are paying taxes to support people on low wages. In reality I'm subsidising low paying employers and making them richer.

Reply

Recommend (1)

Fred Flintstone

21 HOURS AGO

It's feudal, the employer has the whip hand over their staff and has no place in our modern society. No employer who uses this system can expect any loyalty from their workers.

Reply

Recommend (1)

o A

A wannabe eye tie

19 HOURS AGO

Sorry but you can't say "No employer.....". I have a mix of employed, contracted, and zero hours. My colleagues are free to chose what works best for them. I agree there are a lot of abused zero-hour contracts out there, but don't tar everyone.

Reply

Recommend (1)

JULIAN WORRELL

17 HOURS AGO

I can't understand how a zero hours contract can be legal as to meet the 5 basic rules of contract (offer, acceptance, capacity, mutuality and consideration) where is the consideration, if no hours and no money how can a contract exist?

Reply

Recommend

J Green

19 HOURS AGO

An acquaintance of mine earns £26k/yr as a full-time Band 5 nurse, then "bank" hours take her salary up to £36k/yr. Guess which figure will be used when assessing her income for a mortgage?

Reply

Recommend

Michael Brazier

18 HOURS AGO

Excellent argument - I'm convinced.

Reply

Recommend

Mr B

1 DAY AGO

Good points made in this article. Zero hour contracts are fine for temp work. If a choice is given where an employee wants stability to raise a family, then you would want a permanent contract. On the other side of the coin employers have employees who are in most cases loyal and are trained properly and there is a sense of belonging in that company. Unfortunately, you find in many shops, staff do not really care, customer service is appalling, as they do not see worth in their work and there is no loyalty and staff turnover is very high.

Reply

Recommend

Voyager

18 HOURS AGO

let's hope the campaign works !!

Reply

Recommend

LB

13 HOURS AGO

Clearly a top bloke Barnet?

Reply

Recommend

Quiffy

23 HOURS AGO

Have different minimum wages for zero hours and hours based contracts. Change the risk dynamic for the employer

Reply

Recommend

Chris Craft

1 DAY AGO

A brilliant cause

Reply

Recommend

Sir Chuck Norris

23 HOURS AGO

Zero hours contracts aren't the exact problem. Zero hours contracts below an annual salary level (calculate on the basis of minimum number of hours) with exclusivity of employment (which is banned already) are very wrong and should be prohibited. Following the

changes to IR35 zero hours contracts for professional are now a useful tool for employees and employers.

Reply

Recommend

SixG

13 HOURS AGO

Zero hours have a place. If a bar (say) has no customers, it can't pay staff - not for long anyway. Then there's no bar and no jobs, whether they're zero hours or not. It's not a one way street either. Exploitation and poor behaviour are not confined to the bosses. What we must strive to do is force those who exploit or behave badly to up their game. Yes, that's hard. We've been trying for centuries and people aren't always nice. But things are better now than they were. That's the way forward.

Reply

Recommend

○ H

Happy Smiley People

9 HOURS AGO

If a bar has no customers then it's in somewhat deeper trouble than not being able to pay staff. Your argument there is pointless.

Reply

Recommend (1)

Oliver Hill

9 HOURS AGO

Zero hours contracts work very well for some people. I work full time Monday to Friday but also work for an agency or or two days a month as and when I need extra cash. There is no obligation of work, I simply sign up for a shift if I fancy it. However, I agree where an employee working 40 hours for the same company on a regular basis and would want a more formal contract, that needs to be looked at.

Reply

Recommend

Martin Bywater

21 HOURS AGO

Agree, but there is baby and bath water. For some people, a zero hours contract suits, eg. Bank nurses

Reply

Recommend

Robert King

18 HOURS AGO

First it is named wrong, it should be called limited-hours contracts. From my understanding this can be between 10-18 hrs a week. My neighbour only got off Universal Credit by reaching retirement age. Yes, it is the poverty trap called 'in work poverty' and it all came about in order to massage the employment/unemployment stats. This is the most disgusting 'playing with human lives' that I have come across within my experience and lifetime. If this is not a human rights abuse it should be and those involved with its set up retrospectively jailed. This article is way to soft.

Reply

Recommend

James The 3rd

8 HOURS AGO

'I've made loads of money, now I'm going to make it really hard for others to do so' ???

Reply

Recommend

o M

Mark Pierson

6 HOURS AGO

Zero hours contracts are one sided in far too many cases and used to avoid employer obligations. It's another way of saying we don't care. An employment contract needs both sides to commit to it for it to be effective, it creates legal relations between the parties. It builds trust. We should applaud those employers who recognise the need for security that many staff want when working for someone. We used to call it common sense.

Reply

Recommend (1)

o S



Simon Walmsdown

2 HOURS AGO

What a ridiculous comment. Mr Richer is explaining a serious and fundamental issue.

Reply

Recommend (1)