

Zero Hours Work: Drivers & Outcomes

4th NERI Labour Market Conference
13th May 2016

Michelle O'Sullivan & Jonathan Lavelle

Tom Turner, Juliet McMahon, Lorraine Ryan, Caroline Murphy, Mike
O'Brien, Patrick Gunnigle

Outline

- What is zero hours work (ZHW)?
- Drivers of zero hours work
- Working hours data
- Outcomes: Argued benefits & problems

Methodology

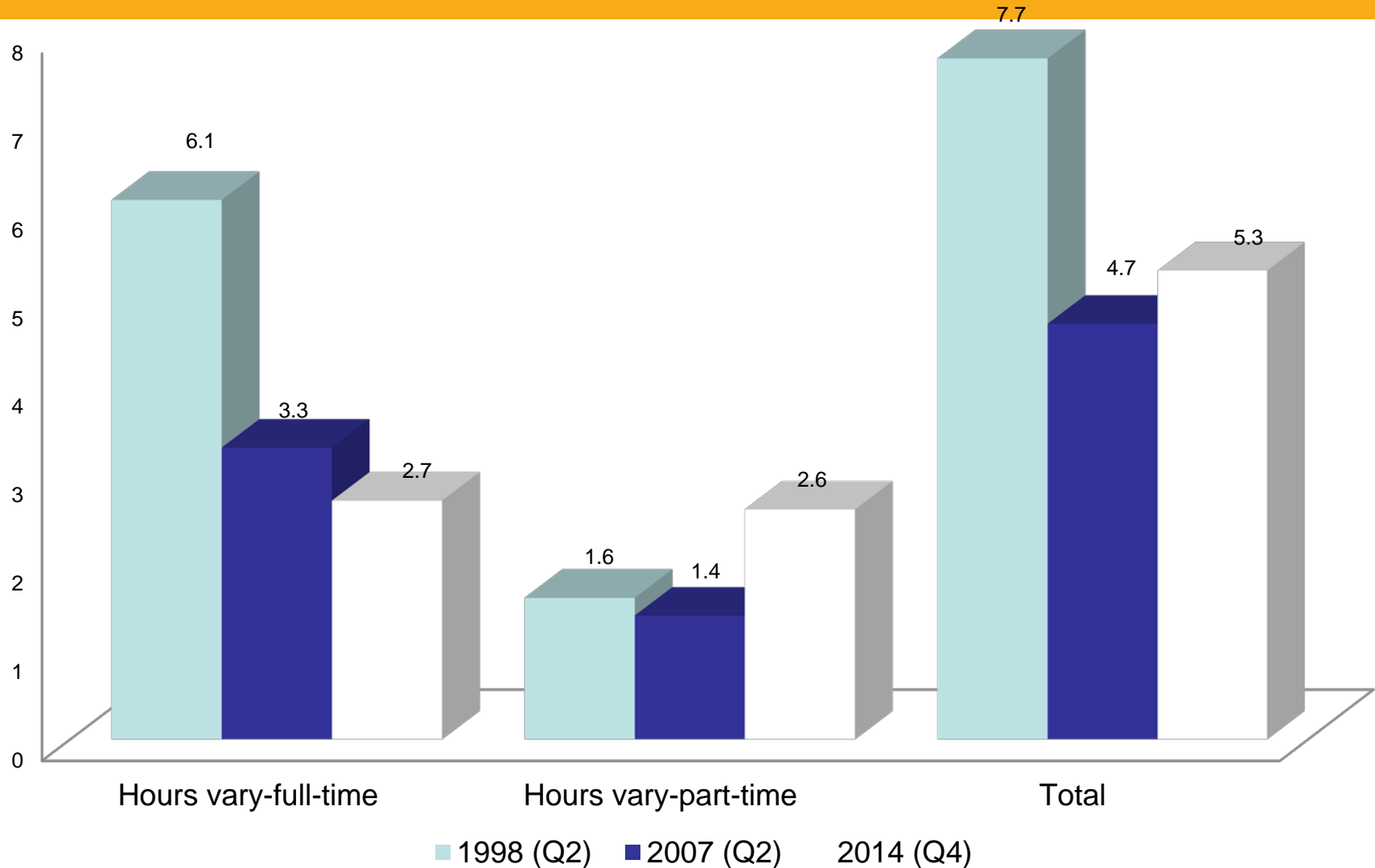
- CSO Quarterly National Household Survey
- European Working Conditions Survey
- In-depth interviews with representative bodies & legal experts

Contract Types	Guaranteed hours?	Guaranteed Pay?	Employee has to be available for work?	Mutuality of obligation?
Zero Hours	No	Yes, some	Yes	Yes
If and When	No	No	No	No
Hybrid If & When	Yes, some	Yes, some	Yes, some	Yes

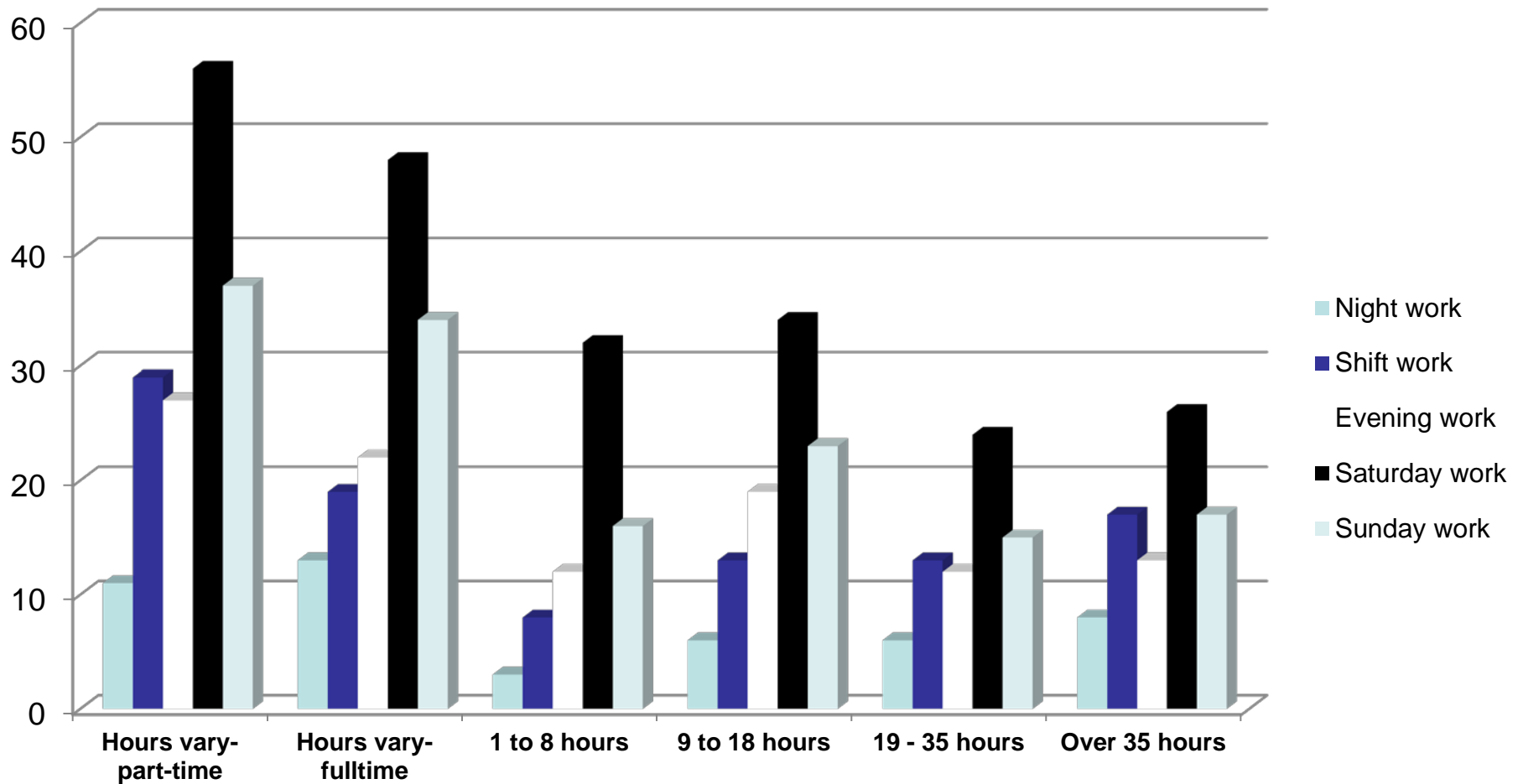
Drivers of If & When hours

- Demand-led services
- Cost reduction
- Legislation
- Childcare
- Funding models in health & education

How many Employees have Variable Hours?



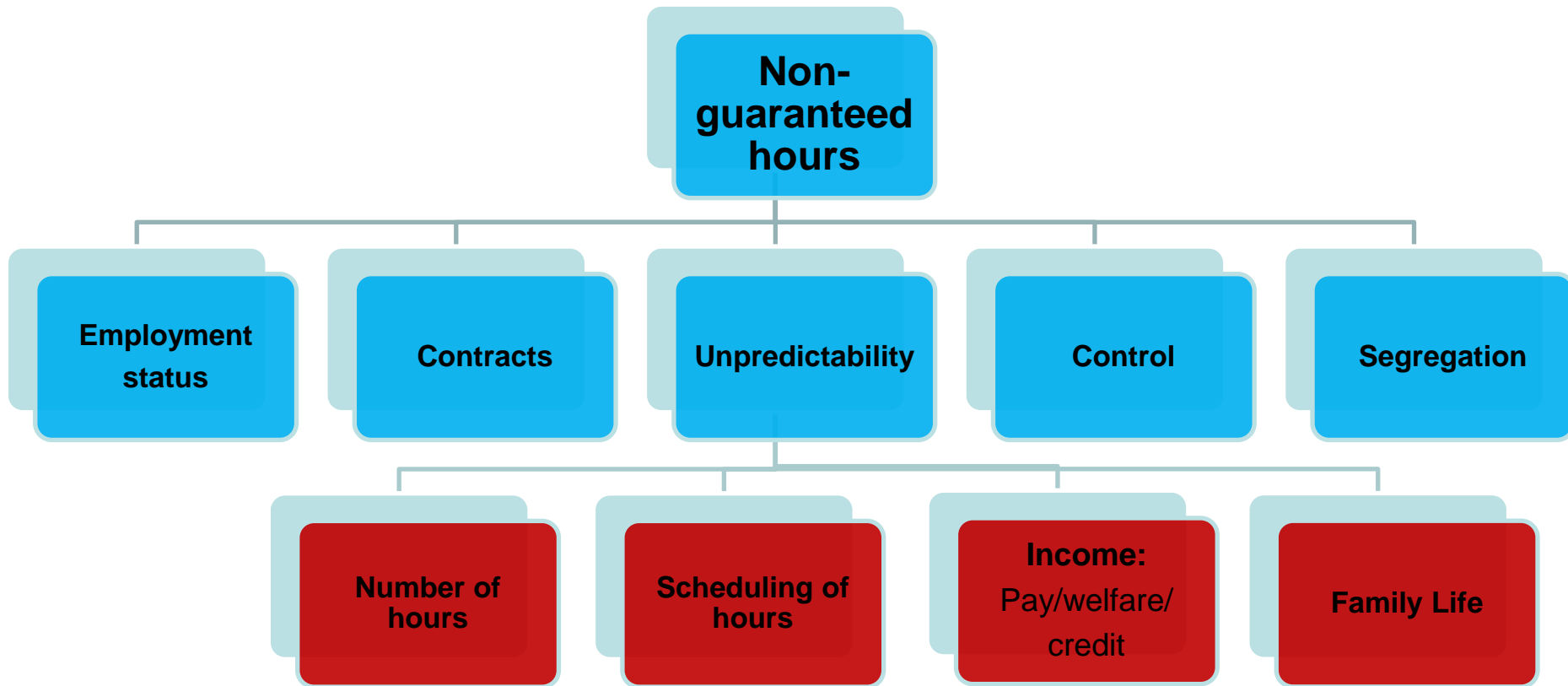
Non-Standard Hours



Argued Benefits

- Flexible hours suit employees
- Alternative to unemployment
- Employees develop skills
- Stepping stone to other employment

Argued Problems



Regulatory options: Addressing problems of ZHW

- Limiting contractual freedoms legislatively
 - Length of time in zero hours work
 - Minimum hour guarantees
 - Minimum notice
- Collective bargaining
- Public sector funding models

Thank you