

Full Council – 11 July 2022

2nd Labour Group Motion

Zero Hours Justice Campaign

Full Council notes:

1. The use of zero-hour contracts has risen over the last decade, meaning there are an increasing number of workers who do not have a guaranteed number of working hours each week.
2. In Brent, it is estimated that of our residents in employment, nearly 30% are in roles which are low-paying and earn less than a living wage.
3. There are very few roles in which zero hours contracts suit the worker. For the majority, such contracts nearly always provide one-sided flexibility in favour of the employer.
4. Workers on zero-hour contracts face financial insecurity as a result of:
 - a. the insecurity of not knowing how many hours they are working from week-to-week and, sometimes, from day-to-day;
 - b. getting too few hours to financially make ends meet;
 - c. spending money to be able to work and then being out-of-pocket when hours are cancelled (travel costs, childcare costs etc.);
 - d. getting hours at the last minute and having to make urgent arrangements for childcare or other caring responsibilities, or cancel social plans; and
 - e. the fear of refusing hours lest it results in fewer hours being offered, or bullying and harassment from the employer.
5. Brent Labour stood on an election manifesto pledge to campaign for a new deal for workers' rights, including the cessation of fire and rehire and the right to regular hours of work.
6. Brent Council uses the commissioning process to ensure that providers never need to make use of exploitative zero hour contracts. Like most local authorities

though we make use of time limited contracts to bring in specialists or agency workers with specific skills when we need to boost our workforce.

Full Council believes:

That despite the government promising on numerous occasion new legislation to provide better security for workers on zero-hour contracts, it has failed to do so. At present, the council is unable to legally enforce against such working practises.

That good work should equal good pay and the right to regular hours of work. As an anchor institution Brent Council is proud to be a local employer that does not and will not use zero-hour contracts.

That this Council should support the work of Zero Hours Justice, an organisation which seeks to end exploitative zero-hours contracts by providing help for workers on such contracts, and supporting businesses and other organisations that either do not use zero-hours contracts or only do so in accordance to minimal criteria.

Full Council therefore resolves:

- (1) To lead by example, reaffirming our commitment to our workforce to provide security, prosperity and respect in our employment; and work towards a Zero Hours Justice Accreditation.
- (2) Never to unilaterally impose any zero-hour contracts on our directly employed staff.
- (3) To continue working with our suppliers and providers to ensure employment rights are followed; and discourage any indirect zero-hour contracts via agency or third-party contractor.

Councillor Jumbo Chan
Harlesden & Kensal Green Ward