

Norwich City Council
SCRUTINY COMMITTEE
ITEM 5

REPORT for meeting to be held on 14 February 2019

**Insecure Jobs and Low Pay in Norwich - Employment Practice
Research**

Summary: The employment practice research was undertaken in response to a resolution in March 2018 by full council. The market research company DJS Research carried out the study to look at the impact of employment practices such as zero hour contracts and low wages on affected Norwich residents, and the rationale underlying employers' use of such practices.

Conclusions: Residents and employers have differing views about zero hour contracts and low wages. Residents on zero hour contracts firmly believe they should have some of the same employee protection as those on permanent contracts. Employers tend to focus on the advantages of zero-hour contracts. Low pay has a damaging effect on family life and the emotional health of workers. Employers offering the Real Living Wage rate feel that it motivates staff, helps them to retain talent and is simply fair. The Real Living Wage is welcomed by residents who believe that it will motivate and retain talent and help with recruitment.

Recommendation: To note the study findings and policy recommendations.

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Report

1. This report is identical to that being considered by cabinet at its meeting on 13 February 2019.
2. As scrutiny committee members receive cabinet papers as a matter of course, the report will not be reproduced in this agenda. Members are asked to refer to their copy of the cabinet agenda or the published cabinet report which can be found at this link:

[Employment practice research cabinet report](#)