30 October 2015

Dear Murdo

I write to follow up my letter sent on 24 October 2015, in which I responded to a number of points raised by Committee Conveners during my attendance at Conveners Group on 30 September 2015.

Within that response, I gave you a written explanation of the term exploitative zero-hours contracts. You rightly highlight that within the context of what was written, the use of the word “insufficient” could be misinterpreted.

To ensure absolute clarity, an example of when a zero-hours contract becomes exploitative is when employers deny workers sufficient working hours. The revised paragraph reflecting the change is below.

Examples of when a zero-hours contract becomes exploitative is when employers deny workers regular or sufficient working hours or unfairly penalise workers for being unavailable for work or not accepting offers of work.

I trust this now clarifies the term and reaffirms that the Scottish Government condemns the use of exploitative zero-hours contracts, which is reflected in our commitment not to endorse a Business Pledge proposal where a company is employing people on exploitative zero hours contracts.

NICOLA STURGEON