

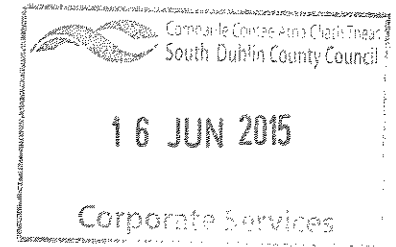
Oifig an Aire Post, Fiontar agus Nuálaíochta
Office of the Minister for Jobs, Enterprise and Innovation

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12 June 2015

Mr Tom O'Neill
Meetings Administrator
Corporate Services Department
South Dublin County Council
County Hall, Tallaght
Dublin 24



Dear Mr O'Neill,

I refer to your letter of 16 April to the Minister for Jobs, Enterprise and Innovation regarding the motion passed by South Dublin County Council concerning zero hour and low hour contracts.

You may be aware that the Minister for Business and Employment, Ged Nash TD, commissioned last February the University of Limerick (UL) to carry out a study into the prevalence of zero hour and low hour contracts and the impact of such contracts on employees. The appointment of UL follows a competitive tendering process.

The key objectives of the study are:

- To fill the gap in knowledge that currently exists in terms of the hard data and information that is available concerning the prevalence of zero hour and low hour contracts in the Irish economy and the manner of their use.
- To assess the impact of zero hour and low hour contracts on employees.
- To enable the Minister to make any evidence-based policy recommendations to Government considered necessary on foot of the study.

The study will have a broad scope, covering both the public and private sectors, with a particular focus on the retail, hospitality, education and health sectors. The study will examine how zero and low hour contracts operate in practice and how they impact on employees. It will assess the advantages and disadvantages from the perspective of employer and employee and assess the current employment rights legislation as it applies to employees on such contracts. The study will also consider recent developments in other jurisdictions, including the UK in particular. The study may also identify how the information gap might be addressed in the future.

A wide range of stakeholders is being canvassed to contribute to the study which is expected to be completed in Q3. You will appreciate that it would not be appropriate to anticipate the outcome of the study or the Government's consideration of the study's findings.

Yours sincerely,

Thérèse Walsh
Private Secretary