

Fifty UK employers sign up to tackle insecure work

2 years ago



A movement to tackle insecure work is gathering pace amid the cost-of-living crisis, as the Living Wage Foundation announces that 50 UK employers have signed up to provide secure and stable hours to their staff with a Living Hours accreditation.

Living Hours employers are challenging the UK's culture of precarious employment, which sees nearly one in three working adults facing soaring inflation in jobs that provide less than a week's notice of shift changes. The number and security of hours people work is a key driver of in-work poverty, alongside their rate of pay.

Living Hours sees employers commit to providing at least 4 weeks' notice for every shift, with guaranteed payment if shifts are cancelled within this notice period. Living Hours employers also provide a guaranteed minimum of 16 working hours every week (unless the worker requests otherwise), and a contract that accurately reflects hours worked. This commitment extends to regular third party contractors.

Early adopters of the Living Hours measures include major employers like Aviva, Sparerroom, and Wealthify, as well as small and medium-sized businesses across the country. Over 45,000 employees stand to benefit from the measures so far.

[Living Wage Foundation](#) director Katherine Chapman said: "We are delighted that we have reached the milestone of 50 accredited Living Hours employers. Accredited Living Hours employers voluntarily commit to provide secure and reliable hours to staff alongside a real Living Wage. At a time when low pay, precarious jobs and double-digit inflation are pushing millions to the financial brink, it's hugely encouraging that momentum is building behind this scheme to end insecure work.

"Insecure work makes planning a life and a budget almost impossible. With almost one in three working

adults in the UK being given less than a week's notice of shifts, we're calling on employers to join those who have already stepped up during the cost-of-living crisis and commit to provide workers with Living Hours alongside a real Living Wage."

Wealthify CEO Andy Russell said: "We're extremely proud to be amongst the early adopters of the Living Hours accreditation, especially at a time when many are facing higher costs in our day-to-day lives. Ensuring fair pay and financial wellbeing among our staff is key to our company culture and has also enabled us to grow materially during a challenging time for the market."