

INTERNATIONAL
SEMINAR

**ZERO-HOUR
CONTRACTS**

AND LABOUR LAW,

AN ANTITHETICAL ASSOCIATION ?



... ❖ **TOPIC AND AIM OF THE SEMINAR**

The seminar focuses on the recent rise of on-demand employment contracts in Europe, in particular zero-hour contracts.

Under zero-hour contracts no working hours are guaranteed to the worker and the employer can call on the worker if and when he needs to. No remuneration or job stability is therefore guaranteed to workers.

Initially, labour law had set rules, such as the minimum duration of part-time work, preventing the use of zero-hour contracts. Today, these arrangements resurface in several European countries to meet a perceived need for labour market flexibility. In Belgium, the legislator has introduced a specific form of zero-hour contracts, named flexi-jobs, in so-called fraud-sensitive sectors like the hotel and the catering sector. In the UK, two to three per cent of the workforce now works on a zero-hour contract. In the Netherlands, no less than three different forms

of on-demand contracts are organized by law. National laws have evolved and accommodate the rise of zero-hour contracts.

Starting from a comparison in the developments of zero-hour contracts and their legal framework in Belgium, the Netherlands and the UK, the seminar aims at analysing whether European social law and international human rights law may offer reliable protection for those who are working under those arrangements.

... ❖ **FOR WHOM ?**

This seminar is open to the international community of scholars and researchers in labour law as well as to anyone interested in recent trends concerning the development of atypical employment.

Monday 22 february 2021

Given current sanitary circumstances, the seminar will be organised online

❖ PROGRAMME

- 1:00 PM Welcome of the participants
- 2:00 PM **Introduction**
Elise Dermine and Amaury Mechelynck (ULB - Belgium)
- 2:10 PM **International and European legal framework** (including the EU directive 2019/1152 on transparent and predictable working conditions)
Valerio De Stefano (KU Leuven - Belgium)
- 2:40 PM **Case study 1 : United Kingdom**
Joe Atkinson (University of Sheffield - United Kingdom)
- 3:10 PM **Case study 2 : Netherlands**
Anja Eleveld (VU Amsterdam - Netherlands)
- 3:40 PM Coffee Break
- 4:00 PM **Case study 3 : Belgium**
Elise Dermine and Amaury Mechelynck (ULB - Belgium)
- 4:30 PM **Zero-hour contracts, Welfare-to-Work and Human Rights**
Virginia Mantouvalou (UCL - United Kingdom)
- 5:00 PM **Conclusion**
Auriane Lamine and Céline Wattecamps (UCLouvain - Belgium)

❖ PRACTICAL DETAILS

- Given current sanitary circumstances, the seminar will be organised online.
- In order to register, please send an email to Nadia Seront (nseront@ulb.ac.be) mentioning your name, institution, and function by Thursday 18 February 2021 at the latest.
- The link to the webinar will then be sent to you by email.
- No registration fee.

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