

# Casual work: Definitions and legal provisions

[Challenges and prospects in the EU: Labour market change – trends and policy approaches towards flexibilisation](#)

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## Casual work in 11 EU Member States

Country	Form of casual work	Definition	Requirements/social protection coverage	Right to specified reference hours and advance notice for shifts for casual workers	Right to reasonable minimum advance notice before new assignments for casual workers
Belgium	Travail occasionnel/Gelegenheitsarbeit	Governed by a law dating back to 2000 (Arrêté royal du 9 juillet 2000 relatif au travail saisonnier et occasionnel dans le secteur de l'agriculture) which applies to seasonal work in the agriculture sector	Full social protection coverage applies.	Yes	No
Czechia	Non-regular intermittent work based on agreements on work performed outside an employment relationship	The Labour Code (Act No. 262/2006 Coll.) specifies two forms of non-regular intermittent work: <ul style="list-style-type: none"> <li>• DPP – ‘agreements to complete a job’ (<i>dohoda o provedení práce</i>)</li> <li>• DPC – ‘agreements to perform work’ (<i>dohoda o pracovní činnosti</i>)</li> </ul>	DPP – According to Section 75 of the Labour Code, it is possible to work: <ul style="list-style-type: none"> <li>• for the same employer for a maximum of 300 hours per calendar year</li> <li>• for multiple employers during the same year</li> </ul> Full social protection coverage applies if pay per employer exceeds €392; there is no coverage below this amount.  DPC – According to Section 76 of the Labour Code, this is a special form of short-term employment relationship between a person and an employer.  For the entire period for which the agreement is concluded (i.e. for a maximum period of 52 weeks), so-called	No	No

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			<p>'work performance' may not exceed half of the set weekly working hours.</p> <p>Full social protection coverage applies if monthly income per employer exceeds €98; there is no coverage below this amount.</p>		
<b>France</b>	<p>Contrat à durée déterminée d'usage, CDDU (custom fixed-term contract)</p>	<p>Labour Code, Article L1242-2 3°</p> <p>CDDU is defined in the Labour Code as an exception to the CDD (contrat à durée déterminée), already an exception to the contrat à durée indéterminée (open-ended contract), which is the standard form of employment.</p> <p>Applicable in a limited number of sectors in which custom and temporary employment is prevalent</p>	<p>The custom fixed-term contract is only allowed in a limited number of sectors, defined by decree (the list is found in the regulatory part of the Labour Code, Article D1242-1) or in a collective agreement.</p>	No	No
<b>Germany</b>	<p>Kurzfristige Beschäftigung (short-term employment)</p>	<p>German social security legislation (Sozialgesetzbuch)</p> <p>Work is restricted to 3 months or 70 working days per year.</p>	<p>Sectoral or occupational collective agreements can intervene and set different regulations.</p>	No	Yes
	<p>Arbeit auf Abruf (on-call work) and Kapazitätsorientierte variable Arbeitszeit (KAPOVAZ)</p>	<p>German employment law under the law on part-time work and fixed-term contracts (Gesetz über Teilzeitarbeit</p>	<p>Minimum requirements are as follows.</p> <ul style="list-style-type: none"> <li>• The duration of the daily and weekly working hours needs to be agreed.</li> </ul>	Yes	Yes

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	(capacity-oriented variable working time)	und befristete Arbeitsverträge; Teilzeit- und Befristungsgesetz – TzBfG  Employers and employees can agree contracts for ‘work on demand’.	<ul style="list-style-type: none"> <li>• If not included in the contract, a minimum of 3 hours per day and 10 hours per week is deemed to be the minimum agreed, according to several rulings by the labour court.</li> <li>• For KAPOVAZ, social protection is ensured only if the minimum income is achieved.</li> </ul>		
<b>Hungary</b>	Egyszerűsített foglalkoztatás (simplified employment)	This form of largely seasonal employment is governed by the Labour Code and other specific legal acts	Pensions, healthcare and unemployment benefits are covered.	No	Yes
<b>Ireland</b>	Zero-hours contracts	Zero-hours contracts are prohibited in most cases under the Employment (Miscellaneous Provisions) Act 2018, with some exceptions.	<p>Zero-hours contracts are allowed in the following circumstances:</p> <ul style="list-style-type: none"> <li>• work of a casual nature</li> <li>• work done in emergency situations</li> <li>• short-term relief to cover routine absences</li> </ul> <p>A minimum payment must be received if an individual is called into work but sent home without work. Pay must be for up to 25% of the promised hours or for 15 hours, whichever is less.</p>	No	No

<p><b>Italy</b></p>	<p><i>Lavoro intermittente o a chiamata</i> – intermittent/on-call work</p>	<p>Dependent, open-ended or fixed-term contract, whereby the employee indicates their general availability to work. The employer, in turn, decides whether and when to make use of the employee in a non-regular and intermittent way</p>	<p>On-call arrangements cannot exceed 400 days in 3 consecutive years with the same employer.</p> <p>This limit is not applicable to the tourism, retail and entertainment sectors. It only applies in the private sector if a set of requirements are met.</p> <p>There is specific demand for intermittent work in some professions and sectors and during certain periods of the year.</p> <p>Collective bargaining also plays an important role in determining the set of requirements.</p> <p>Full social protection coverage applies for on-call work.</p>	<p>No</p>	<p>Yes</p>
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<p><b>Netherlands</b></p>	<p>On-call work, zero-hours contracts and min-max contracts</p>	<p>On-call work is regulated by the Work and Security Act (Wet Werk en Zekerheid).</p> <p>It allows the employer to offer the employee a job when needed, which the employee can accept or decline. If accepted, they sign an agreement for a fixed period of time.</p> <p>Zero hours contract describes an employment contract in which the employer does not guarantee the individual any work, and the individual is not obliged to accept any work offered.</p> <p>A min-max contract is a fixed-term or permanent agreement for a minimum and maximum number of hours over a certain time period</p>	<p>Due to increases in casual work, the Work and Security Act was passed in 2014. This includes some provisions for social security for casual workers (transition pay, sick pay) and the obligation to provide training.</p> <p>Full social security coverage applies if income thresholds are reached.</p>	<p>No</p>	<p>No</p>
<p><b>Romania</b></p>	<p>Activități cu caracter ocazional desfășurate de zilieri (intermittent work)</p>	<p>Law No. 52/2011 regarding the exercise of occasional activities performed by day labourers</p> <p>Casual work, performed by day labourers, shall be used only in the case of unskilled</p>	<p>Law No. 52/2011 regulated casual work for the first time in Romania. This applies to specific sectors, including agriculture, forestry and performing arts.</p> <p>Social protection coverage applies on the basis of voluntary opt-in.</p>	<p>No</p>	<p>No</p>

		workers in specific sectors/areas.			
<b>Slovenia</b>	Študentsko delo (student work)	The contractual form is limited to students aged 15–26 years.	Full social protection coverage applies in the case of regular monthly income being paid.	No	Yes
<b>United Kingdom</b>	Zero-hours contracts	<p>The National Minimum Wage Regulations 1999 No. 584, Regulation 3</p> <p>Workers on zero-hours contracts are defined as ‘time workers’.</p> <p>The Small Business, Enterprise and Employment Act 2015 bans exclusivity clauses for zero-hours workers.</p>	<p>A time worker must be paid at least the national minimum wage when:</p> <ul style="list-style-type: none"> <li>• they are at work and required to be at work (excluding breaks)</li> <li>• they are on standby or on call at or near a place of work for the purpose of doing time work and required to be available for work</li> <li>• they are kept in their place of work but are unable to work because plant or machinery has broken down</li> </ul> <p>Social protection coverage is dependent on employee status and applies only if the minimum income is achieved.</p>	No	No

Sources: National experts' reports for Eurofound (2019a)



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