

THE ACT ON GREATER SECURITY FOR FLEXIBLE WORKERS KEY CHANGES



The Act on Greater Security for Flexible Workers introduces a number of important changes that may affect your organisation.

You can read more here about the changes coming into effect on 1 January 2028.

Bandwidth contract replaces zero-hours contract

- Zero-hours contracts are largely being phased out
- Exceptions remain for school pupils, students and those receiving the state pension
- Contracts with a minimum number of guaranteed hours remain permitted

Shortening of the phase system

- Phase A will be reduced by law to 52 weeks
This was already provided for in the ABU collective agreement
- The phase B will be shortened from 3 to 2 years

Amendment to the chain provision

- The current 6-month interruption period is being extended to 3 years
- The limit of three fixed-term contracts remains in place for regular employers
- Temporary agency workers may still be offered 6 fixed-term contracts in phase B



Curious to find out
how this will affect
your organisation?

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