



Chair *Regulation of Labour* (0,8-1,0 fte)

Structure and Profile 16 November 2020

The Law School of the University of Amsterdam is recruiting an established and internationally recognized scholar with a vision on and ambition in interdisciplinary research and education in the field of labour regulation in a broad, transitional perspective ('future of work'). The candidate will play a leading role in further developing the research agenda as well as the educational programme and will provide leadership to the Section Labour Law.

1. Institutional Context of the Chair

The Chair *Regulation of Labour* will be part of the Department of Information Law and Labour Law (Section Labour Law) of the Law School of the University of Amsterdam. The Section Labour Law strives to be a renowned scientific knowledge institution for the study of regulation and organisation of labour in a wide perspective.

The Section Labour Law encompasses two groups that were merged in 2018: the Amsterdam Institute for Labour Studies (AIAS) and the Hugo Sinzheimer Institute (HSI). The Section Labour Law is the largest, most interdisciplinary group of scholars working in the field of regulation of labour in the Netherlands. It has a scientific staff of approximately 12 FTEs, divided over 17 staff members (4 professors, 1 associate professor, 2 assistance professors, 4 lecturers and 6 researchers). There are currently 6 internal PhD students and 6 external PhD students. In addition, a group of about 10 guest staff members is involved in research and education. The Section is supported by a business operations manager and a secretary. It is currently headed by an interim Chair.

The staff of the Section consists of researchers and lecturers from a variety of disciplinary backgrounds, including lawyers, sociologists, economists and political scientists. While all staff is expected to have a strong foundation in their own discipline, in view of the interdisciplinary ambitions, the members of the staff are expected to have an academic interest in research and teaching that is broader than their own discipline and to participate and collaborate in multi- and interdisciplinary research and teaching programmes.

The Section's *research* covers both legal research into aspects of Dutch, European and international labour law and social science research into labour. Ongoing research projects include the values of labour, existing and new institutions for the regulation of labour relations, the position and activities of collective actors on the labour market, the position of freelancers, platform labour, etc. Many of the research projects are financed externally from the second and third flow of funds.

In terms of *education*, the Section provides the Master's degree programme in Labour Law, in which an average of about 60 students per year enroll. The master programme is presently being redesigned with a view to strengthen the interdisciplinary components. The Section also provides a course in the second year of the Bachelor of Law, as well as postgraduate education for professionals.

The Section Labour Law, and the Amsterdam Law School in general, has a strong international orientation. Education and research are emphatically positioned in a European and international context. At the same time, it values education and research that meets the needs of Dutch professional practice,.

In line with this profile, staff of the Section takes part in various international research projects, networks and summer schools and engages in international exchanges of researchers. While teaching now almost entirely is conducted in Dutch, the possibility exists to develop courses in English where needed with a view to the involvement of international staff members in the teaching programmes.

2. Description of the Field

The world of labour is in a state of transformation. Relevant drivers include digitalisation, flexibilisation, Europeanisation and globalisation, the increasing role of the service economy and demographic change such as ageing of the working population.

A particularly relevant driver of transformation is the role of technology in shaping labour markets. This includes the impact of artificial intelligence and ‘gig economy’ on labour and labour markets. These developments impact on many key areas of labour law: the traditional role and responsibility of employers; and the meaning and application of employment rights, both for employers and employees. The spread of platforms across industries and across boundaries also impact on the role of collective interest representation.

These developments, leading to far-reaching changes in the content, organisation and valuation of labour and labour relations, make it necessary to rethink the way in which labour is regulated.

Given the increasing mobility of labour and the inherently transborder nature of the economy, it is necessary to understand these changes in an international (European, but sometimes global) context. The role of European labour law, global labour law and fundamental rights in regulating new challenges for labour markets is significant and should be key element of education and research.

In order to understand these changes in the field of labour, legal research should be connected to research from other disciplines, including the sociological, economic and political sciences. Because of the complexity of the issues, an approach is needed in which disciplinary analyses are coordinated or even integrated into interdisciplinary research and education.

3. Position of the new Chair; Teaching and Research

The Chair Regulation of Labour will be responsible for research and teaching in the field of regulation of labour and will provide leadership to the Section Labour Law.

In research and teaching, the Chair should engage with the drivers of transformation in labour law and labour markets mentioned in section 2 above, including the role of technology and digitalization in relation to labour and labour markets, the gig economy and flexibilisation of labour.

The Chair will be responsible for the master’s programme in labour law, in conjunction with the programme director for this programme. She/he will lead the reform of the master’s programme that has been initiated in 2020, and teach one or two courses in this programme in the specific field of her/his expertise. The new Chair also will contribute to the development of courses of executive education in the field of labour.

The Chair should stimulate new cutting-edge research in the field of labour regulation, collaborating with the interdisciplinary group of researchers in the Section as well as with scholars from the Faculty of Economics and Business, the Faculty of Social and Behavioral Sciences and the Faculty of Science (for instance in relation to artificial intelligence).

The Chair will contribute to the Faculty's international research profile by publishing in leading international journals and by being a visible presence in the international debate on regulation of labour. She/he will be expected to develop applications for research funding (in particular, in the funding programs of the EU and the Dutch Organization for Scientific Research (NWO)) and to actively contribute to expanding research in the regulation of labour.

In the coming years, the connection and integration between research and teaching into the legal dimensions and the social science dimensions of labour will be further strengthened. This will have primary significance for research, but by extension also for the provision of master's and executive education. The new Chair will lead this process.

4. Profile of the Chair

The Chair should provide substantive and managerial leadership to strengthen interdisciplinary and internationally oriented research and education in the field of labour. The faculty is therefore looking for a Chair with a vision on and interest in interdisciplinary research and education in the field of labour regulation in an international context.

The disciplinary background of the Chairperson will have to be in line with the research and education priorities of the Section. The Chair should have a dissertation in the field of labour studies. Candidates with a scientific background other than law should be able to demonstrate a close affinity with law.

The Chair will also have managerial responsibility, both within the Section and within the law school and the university. The Amsterdam Law School therefore is looking for a candidate with demonstrable leadership skills, preferably in a university environment. The intended professor has a vision on scientific research and teaching and strategic insight and is decisive. Moreover, she/he is a connector who is accessible to employees, informs them about and involves them in research and education, and creates and maintains a safe working environment for them. Physical presence at the Law School of the University of Amsterdam is crucial for this.

Tasks

The prospective professor will have the following tasks:

- Leading and further developing the Section's international research on labour regulation as part of an interdisciplinary research-agenda.
- Independently conducting research on the regulation of labour.
- Stimulating, obtaining funding for and carrying out research in the 2nd and 3rd flow of funds.
- Leading the repositioning of the master's programme in Labour Law, as well as postgraduate courses, partly from an interdisciplinary perspective.
- Supervising young teachers in their teaching.
- Leading the Section.
- Conducting a transparent personnel, financial and administrative policy.
- Participating in the board at faculty and university level.

Job requirements

The prospective Chair must in particular meet the following requirements:

- a PhD or equivalent degree in the field of labour studies; candidates with a scientific background other than law should be able to demonstrate a close affinity with law;
- a proven ability to engage in cutting edge research in issues related to regulation of labour at a theoretical and / or empirical level;
- a proven interest in interdisciplinary research;
- the capability to initiate and organise new research by identifying innovative research themes;
- a documented excellence in research through publications in top international journals;
- successful funding experience through competitive research grant applications and private funding;
- connection to an international network, and contacts necessary to initiate national and international partnerships;
- commitment to stimulating and supervising PhD research;
- excellent educational capacities, as evidenced, among other things, by evaluations and educational qualifications (such as BKO, SKO);
- ability to provide appealing and activating education, in the field of labour regulation;
- ability to provide good English-language education;
- strong leadership skills (a connector, accessible, a good listener and communicator, innovative and flexible, and decisive) and willingness to further build a promising interdisciplinary research group on labour regulation;
- good managerial, organisational and managerial qualities and the willingness to use these at the various levels of governance.

The Chair will provide leadership in a section and law school that both in terms of education and day to day management in large part operate in Dutch. A successful candidate who is not native in Dutch should be committed to master passive Dutch within a reasonable time.