

3. RECONCILIATION OF WORK AND FAMILY LIFE

3.2. Flexible working/part-time working/impact on gender equality

Austria	
Part-time working	Parents are entitled to part-time working till the child is 4 or 7 years old (depending on number of employees of the company).
Flexible working	Is possible, if the employer agrees.
Working hours reduction	Is possible, if the employer agrees.
Are there any new plans in this field?	No.
Please provide any available evidence concerning the impact of these changes on gender equality.	<p>The reconciliation of work and family life is an important issue for the Austrian federal civil service, the biggest employer in Austria. In 2005 the project "Elternkarenz und Wiedereinstieg – Maßnahmen für Bundesbedienstete" – Parental Leave and Re-entry into the Labour Force for Employees in the Federal Civil Service was initiated. It has as its aim to ease the re-entry into the civil service after parental leave or maternity leave.</p> <p>The following four measures should further the integration of women: part-time work, re-entry into the labour force, the furthering of parental leave by men and teleworking.</p> <p>All ministries have projects that further women. Special projects and measures exist in the Ministry of Defence and the ministry of Foreign Affairs.</p>

Azerbaijan	
Part-time working	In accordance with Article 245 of the Labour Code for pregnant women, women having child/children under age of 14 or disabled children under age of 16, or those who take care of the member of her family with health problems may be arranged part time work, upon request of the woman herself. The management of the company or institution should create all conditions for such woman enabling her to have medical treatment or check ups.
Flexible working	In the Article 243 of the Labour Code it is defined that women with a child under one and a half years is allowed to use extra off work hours (at least 30 minutes every 3 hours) for breast feeding or just feeding of the child. Upon her request these hours may be cumulated and used in the

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	beginning, middle or end of the working day. It is prohibited to reduce women employee's salary for the reason of using extra hours for feeding of the baby.
Working hours reduction	According to Article 94 of the Labour Code provides employees with the right for reduced working hours (upon request from the employee) in cases of - chronic diseases or complicated physiological conditions (pregnancy) of the employee, having a child or other dependent with serious health problems, women with child/children under age of 14 or disabled child/children under age of 16. Reduced working week for pregnant women or women with child under one and a half years old should not exceed 36 hours.
Are there any new plans in this field?	In accordance with the 2006-2015 Employment Strategy of the Republic of Azerbaijan there determined new provisions concerning flexible and reconciliation of working and family life for employees with family responsibilities. There are also prepared and submitted a number of amendments to the Labour Code concerning prolongation of the period of maternity leave, special benefits and privileges for lone fathers.
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Belgium	
Part-time working	(5) Le système de « crédit temps ». Ce système a été mis sur pied par les partenaires sociaux (= organisations représentatives des travailleurs et des employeurs) au sein du Conseil National du Travail (Convention collective de travail n° 77bis). Néanmoins, ce système ne s'applique qu'aux travailleurs du secteur privé.
Flexible working	Les travailleurs du secteur public restent, quant à eux, soumis aux dispositions générales de la loi de redressement du 22 janvier 1985 en matière d'interruption de carrière ainsi qu'aux dispositions réglementaires particulières qui en portent exécution.
Working hours reduction	Le montant de l'allocation varie en fonction de l'âge, de la situation familiale et de l'ancienneté dans l'emploi (par exemple, elle est supérieure pour les personnes âgées de 50 ans ou plus, pour celles employées depuis 5 ans ou plus, etc.). Dans chaque entreprise, un seuil de 5 % des employés peut utiliser le système de crédit-temps à un moment donné ; l'entreprise fixe des priorités selon certaines règles (par exemple, en cas de garde d'un membre de la famille gravement malade). Une garantie de principe assure le retour à l'emploi après la période d'interruption de carrière ou de crédit temps. La Convention collective n°77bis (+ annexes) spécifie toutes les conditions et procédures applicables.
Are there any new plans	Non

in this field?	
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Bosnia and Herzegovina	
Part-time working	RS: It exists.
Flexible working	RS: Not regulated under the law.
Working hours reduction	RS: Not regulated under the law. Some information also in 3.3. i) d)
Are there any new plans in this field?	RS: No.
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Bulgaria	
Part-time working	Working mothers have the possibility to agree with their employer to work during a part of the legally set working hours. Under article 138, paragraph 1 of the Labour Code, the parties to a labour agreement may agree to working hours for only parts of the legally set working time /part-time working/. In such cases, they set the length and the distribution of working hours. The employer takes into account the requests of workers for a transfer to part-time work. The employer must also provide in good time the workers with written information regarding available part-time jobs and posts (article 138a, Labour Code).

<p>Flexible working</p>	<p>Article 309 of the Labour Code regulates the job transfers of pregnant women and suckling mothers. Under article 309, paragraph 1 of the Labour Code, when a pregnant woman or a suckling mother carries out work that is not suitable to her condition then after an instruction of the health authorities the employer must take the appropriate measures for the temporary adjustment of working conditions of her workplace and/or working hours so as to remove the hazard to the health and safety of the pregnant woman or the suckling mother. If the adjustment of the working conditions at the workplace and/or the working hours is technically and/or objectively unfeasible or it is not justifiable for that to be required due to reasonable circumstances the employer must take the appropriate measures to transfer the worker to another job. The instruction of the health authorities is mandatory for both the employer and the pregnant woman or suckling mother. Until the instruction for the transfer has been done she is relieved of carrying out work obligations that are unsuitable to her condition and the employer must pay her a compensation in the amount of the gross salary that she received during the month previous to the issuing of the instruction (paragraph 2). In cases under paragraph 1 the worker is entitled to a salary for the work carried out. When this is lower than the salary for the previous job the worker is entitled to compensation in the amount of the gap between the two salaries under a separate act (article 3). The employer together with the health authorities must each year identify jobs and posts suitable for pregnant women and suckling mothers (paragraph 4).</p> <p>Article 312, paragraph 1 of the Labour Code, stipulates that a worker who is the mother of a small child under the age of 6 is entitled to working from her home with the same or other employer. When the worker under the previous paragraph transfers to working from home with the same employer it is the employer's obligation after she stops working from home but no later than when the child reaches the age of six, to give her the same job that she had before and if the job has been cut off – another suitable job after her consent (paragraph 2). When a worker under paragraph 1 transfers to working from home with another employer the labour relation with the previous employer is not discontinued and the worker is in an unpaid leave. When she stops working from home but no later than when the child reaches the age of 6 the unpaid leave is discontinued. If the job has been cut off the employer, subject to her consent, provides her with another suitable job (paragraph 3).</p> <p>Regarding working mothers, the labour legislation contains special provisions that provide them with the opportunity to combine their work obligations with their obligations related to their children.</p>
<p>Working hours reduction</p>	<p>The legislation introduces working hours reduction (6 or 7 hours) for certain types of work carried out in specific conditions and with risks to life and health regardless of whether those can be removed, limited or diminished through adopted measures. This means that the situation of reduced working hours applies to every worker who carries out the respective kind of work. It should be noted however that part of these jobs are anyway forbidden for pregnant women and suckling mothers as they are harmful and heavy.</p>
<p>Are there any new plans in this field?</p>	<p>Not mentioned</p>
<p>Please provide any available evidence concerning the impact of these changes on gender</p>	<p>Not mentioned</p>

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Croatia	
Part-time working	A labour contract may be concluded for part-time working hours (Article 39-Labour act). If the length of employment for the - same employer is relevant for entitlement of certain rights than the period of non-full working time will be considered as full-time work.
Flexible working	The Regulation of the Government of the Republic of Croatia allows work in separate premises and work with flexible working hours for civil servant. Provision of "work on distance" means possibility of work outside working place within public administration, mostly from home, using informational technologies (computers, programs and databases, and telecommunication system). That will allow handicapped persons or mothers with small children to work from home being employed at the same time. The aforementioned Regulation created assumptions for the implementation of the same forms of work, through own regulations, both for public services and private employers.
Working hours reduction	Article 40 (Labour act) (1) On works where it is not possible to protect employee from harmful effects, even implementing occupational safety, working hour is decreased in proportion to harmful effect on health and working capacity of the employee. (2) Collective contract or labour statutes define Works from Paragraph 1 of this Article and duration of working hours. (3) If works from Paragraph 1 of this Article and duration of working hours for such work is not defined by collective contract or labour statutes, Minister for Labour will, on suggestion of the person qualified according to this act as party of collective contract, establish statutes with the agreement of the Minister of Health. (4) Employee who is working on jobs from Paragraph 1 of this Article may not work over-time nor work on such jobs for other employer. (5) Employment contract or collective contract can determine that employee, working on jobs from Paragraph 1 of this Article, is not working full-time, part of working hours to full-time is working on some other jobs, which are not of the nature of works from Paragraph 1 of this Article. (6) Realizing right on salary and other rights from employment or in relation with employment, reduced working hours from Paragraphs 1 and 5 of this Article are equal to the full-time work.
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Temporary employment and part-time work are two forms of employment contributing to the flexibility of labour market, but also lead to the increased risk of labour market segmentation with flexibility only on margins. Price for such work agreements could be reduction of employment and safety of the incomes, and smaller professional possibilities for big portion of workers. These questions are common in EU as well as in Croatia and will need further consideration. Rate of temporary employment in Croatia is similar to the one in EU. According to Eurostat

	<p>estimations, total rate of temporary employment contracts for 2006 amounted to 12.9% in Croatia compared with 14.9% in EU. It seems that temporary employment contracts have been distributed equally between women and men in Croatia, as well as in EU. However, data from Croatian Employment Service show that most of the people, leaving unemployment record, are employed through the temporary employment contract. That is mostly related to those seeking job for the first time and other newly employed persons. Besides, it is related to seasonal employment, which forms a large share of total employment, especially in the coastal part of the country. It seems, also, that the temporary employment contracts are most often used in the so-called de novo private sector (Defined as newly established private enterprises and it does not include earlier public enterprises today privatized). Recent analysis suggests that in Croatia, there is a tendency of contracting temporary employment for very short timeframe (less than 6 months) and that such a form of employment mainly includes young people and unqualified people, which results in increased labour market segmentation.</p> <p>Part time work is used in Croatia less than in EU - 25. In 2006, part-time employment made up 9.4% of total employment, compared with 18.8% in EU. Same as in EU, in Croatia part-time work is mostly female phenomena, though on lower absolute levels. Proportion of men employed part-time is on the same level in Croatia as in EU - 25 (7.6% compared with 7.7%). In EU 32.7% of employed women in year 2006 worked part-time, while in Croatia there were just 11.84% of them, but the rate increased from 10.5% in 2002. Possibility of part-time work is crucial factor in women employment growth. Yet, increasing need for babysitting has not been satisfied which is an obstacle for women to participate in labour market. Other obstacles could be costs related to work, such as transport costs, babysitting, and that could mean that expected net return from part-time work is still to low. On the other hand, analyzing part-time work, some precaution is needed because some 20% of women who have worked part-time in 2005, in the EU member states, and about 30% in Croatia in 2006, would like to work full-time. Use of part-time employment can, also, lead to segmentation of labour market.</p> <p>As a conclusion it could be said that the rate of employees working temporary is comparable with EU and that such form of employment prevailed among newly employed. As opposed, rate of employees working part-time, especially women, is relatively low and reason for that is, it seems, insufficient offer of babysitting services. Invention of efficient solution to increase part-time work, without decrease of full-time employment, will be part of the future employment policy. Further analysis of reasons for small rate of part-time work could discover some obstacles and possible solutions, and the need for part-time work. Considering that just recently some steps have been taken to introduce more flexible types of work, it will be necessary to monitor effects on employment and unemployment to analyze possible risks of labour market segmentation.</p>
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Cyprus	
<p>Part-time working</p>	<p>Part-time and fixed-term employment is regulated by legislation that was enacted in 2002-2003.</p> <ul style="list-style-type: none"> - The Part-Time Employees (Elimination of Unfavourable Treatment) Law of 2002 safeguards the right of employees to choose part-time work and prohibits unfavourable treatment of part-time workers, as compared to full-time workers, with regard to terms and conditions of employment. - The Fixed-Term Work Employees (Prohibition of Discriminatory Treatment) Law of 2003 provides for the protection of fixed-term work employees and the equal treatment of fixed-term employees with that of employees with permanent contracts, with regard to terms and conditions of employment. At the same time, the Law provides for measures aiming to avert the misuse of successive fixed-term contracts or labour relations. <p>It should be noted that draft laws in the area of labour relations are always discussed and agreed upon at a Tripartite Committee consisting of representatives of Government, employers' organisations and trade unions.</p>

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	<p>Within the framework the current Employment Policy the following measures are being implemented aiming at increasing female participation through the promotion of flexible forms of employment:</p> <p>Action aiming at the promotion of flexible forms of employment, co-financed by the ESF - Based on the results of the diagnostic study (completed in October 2006) a state aid scheme was developed with the objective of encouraging enterprises and organisations to create posts for flexible employment and for women to occupy these posts. The scheme was launched in February 2007. By the end of August 2007, the objective of placing 60 women in new jobs had been achieved by more than 80%.</p> <p>Promotion of Flexible Forms of Employment, co-financed by the ESF – This new measure is being developed (for the 2007-13 programming period) to help attract and keep more persons in the labour market while encouraging enterprises to create jobs that are both flexible and secure. It will mainly be achieved through a subsidy scheme for enterprises and organisations, for promoting and applying flexibility with security in the work place in an integrated manner. The budget for the whole programming period will be approximately €3 million.</p>
Flexible working	<p>Within the framework the current Employment Policy the following measures are being implemented aiming at increasing female participation through the promotion of flexible forms of employment:</p> <p>Action aiming at the promotion of flexible forms of employment, co-financed by the ESF - Based on the results of the diagnostic study (completed in October 2006) a state aid scheme was developed with the objective of encouraging enterprises and organisations to create posts for flexible employment and for women to occupy these posts. The scheme was launched in February 2007. By the end of August 2007, the objective of placing 60 women in new jobs had been achieved by more than 80%.</p> <p>Promotion of Flexible Forms of Employment, co-financed by the ESF – This new measure is being developed (for the 2007-13 programming period) to help attract and keep more persons in the labour market while encouraging enterprises to create jobs that are both flexible and secure. It will mainly be achieved through a subsidy scheme for enterprises and organisations, for promoting and applying flexibility with security in the work place in an integrated manner. The budget for the whole programming period will be approximately €3 million.”</p>
Working hours reduction	<p>According to the amended Protection of Maternity Law, a mother who has given birth may take a one hour break from work, or start work one hour later, or stop work one hour earlier, for the purpose of breastfeeding or childcare, for a period of nine months after giving birth.</p>
Are there any new plans in this field?	<p>The new measure described at i) for the Promotion of Flexible Forms of Employment.</p>
Please provide any available evidence concerning the impact of these changes on gender	<p>The measures mentioned above are relatively new and evidence concerning the impact on gender equality is not yet available. It should be noted that a National Action Plan (NAP) for Gender Equality was approved by the Government in 2007, for the period 2007-13. Its aim is to promote gender equality in all spheres of policy, through positive action and through a gender mainstreaming approach, in a systematic and comprehensive way.</p>

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equality.	The NAP for Gender Equality includes actions for, inter alia, the improvement of care facilities, conducting research on the pay gap, supporting the enhancement of female entrepreneurship and the economic empowerment of women, incentives for the adoption of family friendly policies by businesses and organisations, and the sensitisation of employers and trade unions on the need to balance occupational, family and private life.
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Czech Republic	
Part-time working	Part-time working is only to be arranged between employer and employee. The extent of working hours shall not exceed 40 hours per week. The wage or salary shall be corresponding to working hours arranged. The lowest range of working hours is not defined. Should a woman taking care of a child under 15 years of age request a reduced work hours or another appropriate modification of the defined weekly work hours (such as later start of work) the employer shall be obliged to comply with such request.
Flexible working	Flexible working is supported through the institute of flexible schedule of working hours. On the application of a flexible schedule of working hours, an employee chooses himself the start and the end of his working hours for each single day within certain time sections fixed by the employer. The employee is required to fulfil the average weekly working hours within an arranged period of time. This period shall not exceed four weeks. The working hour's account is a method of uneven schedule of working hours. Every week the employer shall provide a statement showing a difference between normal weekly hours and the amount of hours for which work has been done by a certain employee. Where a working hour's account is applied, an employee is entitled within the given period to his fixed monthly wage. The fixed wage of an employee may not be lower than 80% his average earnings.
Working hours reduction	Not mentioned
Are there any new plans in this field?	Part time employment for mothers with young children, handicapped employees and persons older 55 years. In instances where an employer provides part time employment to a parent after the maternal or parental leave, to a handicapped person or to a person older than 55 years, he shall be able to apply for a discount on a social security contribution and state employment policy contribution. Entrepreneurs will benefit by lowering employment costs of these groups of people and will be able to employ more such individuals. These proposals are part of a wider plan to support employment of the long-term unemployed. The new law should come into the effect since 2009. It is also planned to increase educational activities in the area of harmonizing of professional and family life in the form of competitions, which should assist in promotion of the pro-family measures in companies (competition entitled "Family friendly company")
Please provide any available evidence concerning the impact of these changes on gender equality.	The gender equality is assured both in the Czech Labour Code (262/2006) an Equal Treatment Code (within legislative procedure) There are currently no available indications of impact on gender equality.

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Denmark	
Part-time working	No information
Flexible working	No information
Working hours reduction	No information
Are there any new plans in this field?	No information
Please provide any available evidence concerning the impact of these changes on gender equality.	No information

Estonia	
Part-time working	Part-time working time is shorter than the established standard for working time (8 hours per day, 40 hours per week) and which is applied by agreement between an employee and the employer. No special conditions for pregnant women or mothers with children.
Flexible working	No regulation
Working hours reduction	Working time established for employees by law or other legislation may be reduced and rest time may be extended by a collective agreement or employment contract or unilateral decision of the employer unless this results in a reduction of wages or deterioration of other wage conditions. No special conditions for pregnant women or mothers with children.
Are there any new plans in this field?	There are no plans to describe special groups for flexible and part-time working in the labour legislation. With the purpose to reveal the need and possibilities of the flexibility of the labour market, several projects and researches have been initiated. For example, the research on employer's attitudes towards equal opportunities in the labour market has been initiated under the ESF programme "Improving the quality of work life".



	<p>Under the same ESF programme, it is intended to carry out several awareness raising activities both among employers and employees with the purpose to promote the development of flexible labour relations, flexible working hours and untypical working possibilities (part-time work, distance work etc). For example, in newspapers and labour mediation websites the awareness raising campaign on untypical working possibilities will be carried out, also personnel managers will be trained on the same issue. Employers will be trained on the possibilities and risks in the use of rental labour force.</p> <p>The abovementioned programme is available on ESF site www.sm.ee/esf (only in Estonian).</p>
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>Part-time work is more favoured by women in Estonia as part-time working allows doing more (unpaid) homework. From that point of view it is more favoured if part-time work is not legalized only for persons with little children or other groups that are in weaker position on the labour market, but the flexibility should cover the whole labour market.</p>

Finland

<p>Part-time working</p>	<p>Total fertility rate has increased at the same time women's integration into the labour market has strengthened. In Finland female employment rates come close to their male counterparts. And in Finland the full-time work of women is the rule.</p> <p>Social partners play an important role in reforming society and working life and one of the SPs' main tasks is drafting of labour and social legislation in tripartite co-operation.</p> <p>Partial parental leave and partial child-care leave are both forms of partial family leave intended for care of a child. Partial parental and child-care leave are taken in the form of shortened daily or weekly hours. Partial parental and child-care leave require an agreement between the employer and the employee. During partial parental and child-care leave, the child may be cared for by only one of the parents or guardians at a time. It is, however, possible that one of the parents takes care of the child in the mornings and the other in the afternoons, or that the parents take care of the child on alternate days or weeks.</p> <p>Partial parental leave may be taken during the parental allowance term so that each of the parents agrees with their own employer on an equal shortening of their working hours (by 40-60 per cent) for the same period, and on a corresponding reduction in pay. The minimum period for partial parental leave is two months.</p> <p>Employees are entitled to take partial child-care leave after the end of the parental allowance term if they have worked for the same employer continuously or repeatedly for altogether six months during the past 12 months. Employees are entitled to take partial child-care leave in order to care for a child of their own or some other child living permanently in the same household, until the end of the second school year (i.e. the end of July) of basic teaching or, if the child is covered by extended compulsory schooling, until the end of the third school year. The entitlement to partial child-care leave of a parent whose child is handicapped or affected by a long-term illness and in need of particular care and support continues until the child is 18 years of age.</p> <p>The use of partial child-care leave must be based on an agreement between the employer and the employee. The employee must submit a proposal on partial child-care leave to the employer no less than two months before the intended leave begins. The employer and the employee must reach agreement on the detailed arrangements for the partial child-care leave, including the manner in which working hours are reduced, the daily or weekly timing of the leave, and the duration of the leave.</p> <p>If granting partial child-care leave would cause serious damage to production or the services of</p>
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	<p>the workplace, and the damage cannot be avoided through reasonable rearrangement of the work, the employer may refuse to make an agreement on partial child-care leave. If the employer invokes the right to refuse to grant partial child-care leave, the employer must provide the employee with an account of the grounds for refusal.</p> <p>If the employer and the employee cannot reach an agreement on the implementation of partial child-care leave and the employer does not have a justified reason for refusing to grant partial child-care leave, the employee is entitled to one period of partial child-care leave in a calendar year. The duration of the period and the timing of the leave will in this case be determined in accordance with a proposal submitted by the employee. The partial child-care leave must be arranged by reducing regular daily working hours to six hours and by taking the leave either at the beginning or the end of the working day. If regular working hours have been arranged on the basis of an average, the average must be reduced to 30 hours per week. In such cases, working hours may also be reduced by giving full working days off.</p>
<p>Flexible working</p>	<p>The Working Hours Act contains provisions on flexitime, which means an arrangement of regular working hours where the employee, within limits agreed on in advance, can decide himself or herself when to come to the workplace and when to leave.</p> <p>The system does not affect the total working hours; instead, flexitime notwithstanding, the employee is required to work the number of regular working hours within the agreed time period.</p> <p>An employer and employee agree on the introduction of flexible working hours. When agreeing on flexible working hours, agreement must also be made at least on the fixed working hours, the limits of flexibility within 24 hours, the timing of rest periods and the maximum accumulation of hours in excess or falling short of the regular working hours.</p> <p>The regular daily working hours shall be extended or reduced by a flexible period of no more than three hours, and the maximum daily working time determined by the employee can thus be 11 hours. The maximum accumulation referred to above may not exceed 40 hours. An employer and employee can agree to reduce hours accumulated in excess of regular working hours by free time granted to the employee.</p> <p>Job alternation leave is an arrangement where the employee (the alternator) in accordance with the job alternation agreement he has made with his employer is exempted for a fixed period of time from performing the tasks under the employment relationship, and where the employer binds himself for a corresponding period of time to employ a person who is an unemployed jobseeker (the substitute) at the employment office. The job alternation leave offers the employee a possibility of longer leave that he may use the way he wants to, e.g. for training, the care of children and other relatives, hobbies or rest, thus promoting his well-being at work. Job alternation leave is based on voluntariness. The employer and the employee agree on the leave by a written alternation agreement.</p> <p>The Act on Job Alternation Leave is applied to persons in employment relationships and civil service relationships and comparable employment relationships.</p> <p>The requirement for alternation leave is 10 years' work history before the beginning of the alternation leave.</p> <p>Alternation leave can be taken by a full-time employee or an employee whose working time is over 75% of the working time of a full-time employee in the branch. In addition the employment relationship with the same employer has lasted for a consecutive period of at least one year immediately before beginning of the alternation leave. Alternation leave cannot be taken by a person who according to the Unemployment Security Act is considered a full-time entrepreneur and who for this reason is not entitled to unemployment benefit. The employee will receive job alternation compensation which is 70% of the amount the employee would receive as unemployment compensation in the case of unemployment (if work history is at least 25 years, the compensation is 80%)</p> <p>The duration of the alternation leave is minimum 90 calendar days consecutively, totalling maximum 359 calendar days. One can also agree on taking the alternation leave in several periods.</p>

<p>Working hours reduction</p>	<p>If an employee wishes, for social or health reasons, to work less than the regular working hours, the employer must seek to arrange work so that the employee can work part-time. Reduction of working hours can be implemented as shortened daily or weekly regular working time. The procedure always requires an agreement, and it can be established for a fixed term of a maximum of 26 weeks.</p> <p>If an employee wishes to work fewer than the regular working hours in order to retire on part-time pension, the employer shall seek to organize the work so that the employee may do part-time work. Working hours shall be reduced in a manner agreed upon by the employer and the employee, taking into consideration the needs of the employee and the production and service activities concerned.</p> <p>Chapter 4 of the Employment Contracts Act also contains provisions related to the right of the parents of young children to reduce their working hours to take partial care leave.</p> <p>Additionally, by law a part-time employment contract can be concluded in any case where the parties are unanimous about the matter.</p>
<p>Are there any new plans in this field?</p>	<p>The Government will promote a system of diverse working hours to advance employment, facilitate work, make it easier to reconcile work with family life, and give due consideration to the needs of the employers and employee. The Government will promote the establishment of "working time bank systems" by removing related legal obstacles. In the human resources policy of the public sector, the Government will promote the creation of permanent employment relationships (Programme of Prime Minister Vanhanen's second cabinet).</p> <p>As part of the Equal Pay Programme, the Government together with the social partners have committed to develop working life in such a fashion as to gradually remove aspects caused by the use of fixed-termed contracts that hinder career- and pay development (Equal Pay Programme).</p>
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>When the Employment Contracts Act was amended in 2001 the provisions concerning a typical work were made stricter. In the beginning of 2008, another amendment to the Act came into force, according to which failing to report on central obligations of the employment relationship became punishable. The amount of fixed-term contracts has decreased slightly, but it is premature to assess the effect of these changes.</p> <p>A working group compiled of Government and social representatives has initiated a survey on the use of fixed-term contracts. The group Started its work in the beginning of year 2008.</p>

<p>France</p>	
<p>Part-time working</p>	<p>The law regulates part-time work at the employee's choice by prescribing that part-time employees should have priority for allocation of the vacant full-time jobs in the enterprise, and vice versa (L3123-8), and by laying down the procedure on requests to switch to part-time work in the absence of clauses established by collective agreement (L3123-6 of the Labour Code).</p> <p>The statutory rules surrounding the conditions of part-time work tend to ensure genuine free time for the employees concerned.</p> <p>In practice, since about 27.7% of employees having to work part-time wish to work longer, the present policy seeks to stimulate labour-management dialogue and the emergence of good practices in the occupational branches and enterprises. A round table on part-time work with labour and management is scheduled for the autumn of 2008.</p>

<p>Flexible working</p>	<p>A distinction should be drawn between flexible or personalised working hours on the one hand, and working time adjustment mechanisms on the other.</p> <p>Flexible or personalised working hours, allowing employee some freedom in choosing their timetables, may be introduced at the employees' request and subject to the approval of the works committee or otherwise of the staff representatives (L3122-23 of the Labour Code).</p> <p>With working time adjustment mechanisms which allow the enterprise greater flexibility, e.g. rearrangement of working time, a number of safeguards are prescribed by law including the stipulation of a collective agreement.</p> <p>The question of flexible working hours and imposed part-time work raised the problem of improving co-ordination between the timing of occupational and family life, a major concern of official policies.</p> <ul style="list-style-type: none"> - The law of 23 March 2006 on wage parity between women and men provides for compulsory annual collective bargaining in enterprises on co-ordination of working life with family responsibilities (L 132-27-2). It also provides for assistance with counselling for enterprises and occupational branches embarking on a progressive course as regards equal working conditions and co-ordination between family life and occupational activity. - Significant exemptions from social charges and tax burdens are beneficial to spending which goes towards better co-ordination of the different times in the life of households: firstly the system of the "universal service employment cheque" (CESU) affording better access to home services and secondly the family tax credit. - The seal of equality rewarding enterprises committed to gender equality at work takes into account the actions undertaken by employers in aid of parenting. Actions of theirs which improve co-ordination between working and family life are assessed, in particular: <ul style="list-style-type: none"> - adjustment of working hours and conditions, - arrangements for going on and returning from maternity and/or parental leave to accommodate career goals, - support for child care. 40 enterprises (636 222 employees in all) have been awarded the seal. - The Government launched the Charter for Parenting at Work in April 2008 with the aim of encouraging enterprises to offer employees with children an environment better suited to family responsibilities. Initiated by SOS Préma, an association for assisting parents of prematurely born children, and the L'Oréal firm, the Charter has already been signed by 30 enterprises and associations. The ORSE (Observatory of Corporate Societal Responsibility) is drawing up a guide on the application of the charter.
<p>Working hours reduction</p>	<p>Not mentioned</p>
<p>Are there any new plans in this field?</p>	<p>It is intended to make provision for easing of the conditions for recourse to part-time work on family grounds.</p> <p>This part-time work arrangement is described in Article L212-4-7 of the Labour Code. Its purpose is to enable employees who request it to benefit from a reduction in working time in the form of one or more additional rest periods lasting at least a week. It gives the employees concerned extra leave founded on the needs of their family life, in particular during school holidays. While working they follow the collective timetable of the enterprise. It is planned to allow them to have reduced hours during the periods worked, over and above the additional rest periods.</p>

	<p>Obligatory interviews for employees and employers on the question of co-ordinating working and private life are also envisaged.</p> <p>These projects have been submitted to labour and management, and both sides have stated the wish to negotiate in the matter.</p>
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>As a conclusion it could be said that the rate of employees working temporary is comparable with EU and that such form of employment prevailed among newly employed. As opposed, rate of employees working part-time, especially women, is relatively low and reason for that is, it seems, insufficient offer of babysitting services. Invention of efficient solution to increase part-time work, without decrease of full-time employment, will be part of the future employment policy. Further analysis of reasons for small rate of part-time work could discover some obstacles and possible solutions, and the need for part-time work. Considering that just recently some steps have been taken to introduce more flexible types of work, it will be necessary to monitor effects on employment and unemployment to analyze possible risks of labour market segmentation.</p>

Germany

<p>Part-time working</p>	<p>The proportion of people working part-time (part-time ratio) in Germany has risen steadily in the past (source: Federal Statistics Office, Micro-Census):</p> <ul style="list-style-type: none"> - 1980: 11.9% (West Germany only) - 1990: 15.0% (West Germany only) - 1998: 18.5% - 1999: 19.5% - 2000: 19.8% - 2001: 20.8% - 2002: 21.4% - 2003: 22.4% - 2004: 22.8% - 2005: 24.5% - 2006: 26.2%. <p>The 2006 Micro-Census figures show that part-time working in German has risen by a further 1.7% over the previous year. Since the introduction of the Law on Part-Time and Fixed-Term Employment (TzBfG) in 2001, the number of part-time workers has risen by 2.1 million to around 8.6 million. This means that the part-time ratio has risen by 6.4 percentage points to 26.2% in 2006.</p> <p>In Germany, the legal foundations have been created for the expansion of part-time working opportunities. Under the Law on Part-Time and Fixed-Term Employment (TzBfG), an employee can demand that his employer reduce his working time, if there are no operational arguments against his desire to work part-time (§ 8 TzBfG). The right to work part-time does not depend on the existence of particular reasons.</p> <p>Part-time employees who wish to extend their working hours or return to former full-time work must be given preference in the filling of suitable free positions unless urgent operating reasons or prior working time requests from other employees dictate otherwise. Employers must ensure that employees working part-time can also participate in training and continuing professional development measures which will promote their career development and mobility, unless urgent operational reasons or prior training requests from other employees dictate otherwise. Part-time employees may not be treated any worse than full-time employees merely because of their part-time working status, unless there is a material reason for this.</p>
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	<p>Male and female employees (and employers) are granted the maximum possible room for manoeuvre. Part-time working models with regular reduced working hours each day or working hours that are reduced irregularly each week/month are possible, for example, as are block-time models, work-time accounts (monthly accounts, half-yearly accounts, annual accounts). This means that male and female employees who can only pursue part-time employment because of the life situations have an opportunity to have a career.</p>
<p>Flexible working</p>	<p>Flexible working is a way of achieving more equal opportunities for men and women in business life, a better reconciliation of work and family life and improving individual control over working hours. Flexible working hours are also an important tool for companies to be able to cope with surges in demand and to increase productivity. They are important for the reducing overtime in a way that supports employment, and for safeguarding and creating jobs. In view of this, flexible working is an issue that enjoys a high priority in Germany and in which great steps forward have already been made.</p> <p>In Germany, the employment of both male and female workers on a flexible work-time basis has increased steadily. 54% of men and 49% of women in Germany already work using variable work-time models. The particularly flexible models based on work-time accounts – in the form of flexitime, long-term or even life-time work-time accounts – are becoming increasingly significant. 40% of men and 35% of women in dependent employment have a work-time account which allows time credits (by the hour, day or week) to be offset by free time (Federal Statistics Office 2005: Micro-Census).</p> <p>Germany is also one of the leading countries in Europe when it comes to work-time account models. A study published by the Dublin-based European Foundation for the Improvement of Living and Working Conditions in 2006 entitled "Working time and work life balance in European companies " confirms that, in Germany, 45% of companies now offer work-time accounts that allow accumulated hours to be offset by leisure time (on the basis of hours, days or longer periods). This result means that, in an EU-wide comparison of 22 member states, Germany comes in a very creditable joint third place with the Czech Republic, behind Finland (57%) and Sweden (54%).</p> <p>Reasons for introducing flexible work-time models include not only adjustment to the variation in work requirements (survey amongst company-owners: 47%; survey amongst employee representative bodies: 56%). Another factor that is particularly important for their introduction is to offer employees a better opportunity to reconcile family/personal life and career (survey amongst company-owners: 68%; survey amongst employee representative bodies: 74%). The widespread distribution of flexible work-time provisions in Germany also means that more overtime hours are offset by free time in Germany than in any other country in Europe. In companies here, basically 65% of overtime is offset. Only 21% of overtime is basically or predominantly paid for (European Foundation for the Improvement of Living and Working Conditions: Working time and work-life Balance in European companies, Dublin 2006).</p> <p>In the view of the German Trades Union Federation, working hours and conditions can and must be structured in such a way that "good work" is the result in order to improve the reconciliation of work and family life.</p> <p>In the view of the Federal Association of German Employer Federations, flexible working hours allow better utilization of corporate resources and thus improve the competitiveness of companies. At the same time, flexible working hours achieve a greater reconciliation of work and family life. This increases motivation and job satisfaction.</p>
<p>Working hours reduction</p>	<p>The Hours of Work Act limits the working hours per day to 8 hours. This can be extended to 10 hours (up to 60 hours per week), provided 8 hours per day are not exceeded on an average over 6 months. This gives, indirectly, an average statutory maximum working week of 48 hours.</p>

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	Laying down working hours specifically is the responsibilities of the parties to the collective bargaining agreements and/or employment contracts. The average collectively agreed working week is well below the statutory maximum. Calculated on average, the standard working week under collective wage agreements at the end of 2007 in West Germany was around 37.35 hours, and around 39.01 hours in East Germany. Since the standard working week has been considerably reduced over several years, it has remained relatively constant in recent years.
Are there any new plans in this field?	At the moment, no statutory initiatives are planned within the area of competence of Department III.
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Greece	
Part-time working	In Greece, the dialogue for flexicurity initiated after the European Commission Green Paper on the modernization of labour law.
Flexible working	<p>In the context of the national dialogue, a Table Round took place in our country, in March of 2007, after the initiative of the Minister of Employment and Social Protection and with the participation of institutional and social partners from Greece and Europe. In addition, a Special Scientific Committee was set up, in order to monitor the promotion of flexicurity in our country. Furthermore, this Committee has recently elaborated an interim review concerning the study of new challenges in the labour law and employment.</p> <p>The national priorities settled by the Greek Government in the framework of the national dialogue are the following:</p> <ul style="list-style-type: none"> - Expansion of the employees' protection in case of atypical form of employment, - Clarification of the context concerning the dependent employment and the grey areas between salaried employment and self employment, - Combating undeclared work and - Facilitating the transition between different forms of employment and unemployment. <p>Main objective is the implementation of flexicurity. In any case, it is high in our country's agenda the security of employees.</p> <p>The trade unions are against any atypical form of employment; in contrario, employers' organisations are in favour of the best implementation of the flexible forms of employment in order to better respond to the needs of productivity and competitiveness. Women's organisations are positive as far as flexible forms of employment are concerned on condition that this has been deliberately chosen.</p> <p>Partial employment, employment through Temporary Employment Agencies and employment with fixed-term contracts may constitute a solution for the reconciliation of work, family and personal life.</p> <p>In this aim contributes even the implementation of flexible forms of work, such as freelancers'</p>

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	contracts, project-based contracts, home-based work, tele6working and subcontracts.
Working hours reduction	There is a possibility of an increase in the working hours by 2 hours maximum per day and of a reduction in working hours of the same duration, in a reference period of 4 months or of a year.
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Hungary	
Part-time working	Part-time working men: 59.000 Part-time working women: 103.400 (2)
Flexible working	Not mentioned
Working hours reduction	Not mentioned
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Iceland	
Part-time working	No. Part-time work is quite common, in particular among women. There are no laws that ensure parents rights to part-time work, but the labour market has been quite flexible in this regard. During past decade flex-time and flexibility has been emphasised in the labour market, both on behalf of trade unions and employers' organisations.
Flexible working	No
Working hours reduction	No
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Ireland	
Part-time working	Not mentioned
Flexible working	Not mentioned
Working hours reduction	Not mentioned
Are there any new plans in this field?	Not mentioned
Please provide any available evidence	Not mentioned



concerning the impact of these changes on gender equality.	
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Italy	
Part-time working	<p>In Italy, the economic activity rate in 2007 reached 62.5%, with regional and gender differences which remain very significant. The activity rate goes indeed from 69.1% in the North to 52.4% in the South, and from 74.4% for men to 50.7% for women. In the Southern regions, only less than 4 women out of 10 are active.</p> <p>Part-time contracts often represent a valuable instrument for the reconciliation of work and family life, as they are a form of flexibility which was introduced in the Italian legislation to facilitate, improve and increase participation in the labour market, especially for women. The data concerning the spreading of this type of contract are influenced by the existence of legal incentives which had long been lacking in Italy. Both the trade unions and the employers' organizations have raised some concerns about this instrument, even if of course for different reasons.</p> <p>While employers are worried about the increased burden (both economic and organizational) brought about by a high number of part-time workers within the undertaking, the trade unions often perceive that there is a risk of marginalization linked to the choice of this type of contract. In other words, the trade unions fear that, by promoting part-time work, the labour market might end up always preferring this choice for women: if, on the one hand, it is true that part-time contracts are an important way to favour the reconciliation of work and family life, on the other hand, it is also true that family care and chores still predominantly rest on women.</p> <p>The Legislative Decree no.61/2000, which regulated part-time work, explicitly establishes the principle of non-discrimination between part-time and full-time workers who share the same job classification level. Moreover, the Decree states that a full-time contract can be transformed into a part-time contract only with the consent of the worker (voluntariness of transformation).</p> <p>The ensuing modifications (Legislative Decree no. 276/2003) increased flexibility with respect to this type of contract, for instance by allowing the introduction of more flexible clauses which, within certain limits, make it possible to go beyond the fixed amount of working hours.</p> <p>The analysis of the available data shows that the voluntariness of part-time work is closely linked to gender. For men, part-time work is often a forced choice (i.e. they were not able to choose a different type of contract when they were hired), given that 50% of them state that they did not choose it on purpose, whereas for women, in 70% of cases, the choice was entirely voluntary. Women tend to opt for part-time work primarily to look after their children (72.3% as against 20.5% for men), whereas men tend to choose it mainly for training purposes (31.1% as against 6.2% of women).</p> <p>With respect to the fact that family responsibilities are not equally shared by men and women, data show that, despite an increase in requests by men, parental leave (which was introduced by the Law no. 53/2000) is still mostly asked for by women (70% as against 30% by men). Data also show that the percentage of men looking after pre-school children is around 11% and that most of them are employed in big undertakings with an open-ended contract.</p> <p>As regards the connection between the involvement in family care and the type of contract of employment, the number of men who ask to work part-time to "look after children" is almost the same as the number of men who ask to do it "to have more spare time".</p> <p>Since 2003 (Law no. 30/2003 and Legislative Decree no. 276/2003), Italy has introduced new forms of flexible contracts (job sharing, on-call work, etc.) with the aim to overcome the idea that contracts of employment should generally be open-ended and to facilitate access to the labour market to the young, the elderly and women. In this way, the State also made an effort to meet and balance the demands for flexibility of employers and of individuals who do not wish to have full-time and/or open-ended contracts (e.g. students, retired persons, etc.). However, the views of the social partners on these regulations differ. On the one hand, the employers' organizations see the new regulations as a valid instrument to promote flexibility, to improve corporate results</p>



	<p>and to favour the growth of the labour market. On the other hand, the trade unions have repeatedly criticized the actual implementation of these regulations, as they believe that it has led to a permanent “precariousness” of workers, whose rights are not being adequately protected.</p> <p>Among the other forms of flexibility recently introduced in Italy, it is important to underline the general agreement signed on 9 June 2004 by the Italian social partners (the Confederation of Industrialists, the various Confederations and Associations of Craftsmen, the Confederation of Trade, Tourism and Services, the Confederation of SMEs, the Confederation of Services, the Banking Association, the Confederation and the various Associations of Cooperatives, the Association of Insurance Companies, the various Confederations of Farmers, the Confederation for Transport and Logistics, the Confederation of Temporary Employment Agencies), which implements the European framework agreement on teleworking, signed in Brussels on 16 July 2002 by ETUC, UNICE/UEAPME and CEEP.</p> <p>Many collective agreements include the possibility to make working hours more flexible without changing the type of contract itself. One of the most common measures is the bank of hours, which allows every employee to accumulate a certain amount of hours to be used later on to take time off. Most collective agreements also contain provisions which establish a threshold (normally a percentage of the overall number of employees) below which the employer must accept a worker’s request for part-time arrangements. To this purpose, collective agreements also establish priorities, on the basis of which employers elaborate a list to select employees entitled to part-time work.</p> <p>Art. 9 of the Law no. 53/2000 has also introduced incentives to encourage undertakings to:</p> <ol style="list-style-type: none">1. introduce innovative mechanisms of flexibility which should be more favourable than the existing national or corporate contracts;2. organize training courses for women who go back to work after a maternity/parental leave, in order to prevent maternity from becoming an obstacle to the professional advancement of women;3. create ad hoc services for their employees, in order to better promote the reconciliation of work and family life. <p>Sub-paragraph A of art. 9 is particularly important, as it allocates resources to fund projects aimed at giving working parents the opportunity to have more flexible working hours and arrangements. In particular, the priority is given to parents whose children are younger than 12, or younger than 15 in the case of adoption or foster care. Some of the projects which are entitled to funding concern temporary part-time arrangements, teleworking, at-home work, the bank of hours, flexible working hours and shifts, etc.</p> <p>From 2000 to 2006, the funds were managed and allocated by the Ministry of Labour. According to the available data, 283 projects were presented, 120 of which were given approval. 31 of them (equal to 26%) concerned part-time work.</p> <p>Since 2007, the funds allocated according to sub-paragraph A have been managed by the Department for Family Policies (within the Presidency of the Council of Ministers). In the last period of reference (February-October 2007), 112 projects concerning sub-paragraph A (also in combination with other measures) were presented, 64 of which about part-time work. 54 of these projects (among which 30 about part-time work) were approved from February to June 2007. In the framework of the projects presented in 2007, 526 individuals overall were involved, 442 of whom were women.</p> <p>Furthermore, it must be underlined that, even if in general Italian regulations do not establish a “right to part-time work”, the Law no. 247 of 24 December 2007 (art. 1, par. 44) introduced this right for workers (both in the public and in the private sector) suffering from oncological diseases which limit their ability to work.</p> <p>By law, the relatives (spouse, children, parents) assisting individuals who suffer from oncological diseases or who are 100% incapable of working have the priority if they ask to shift from full-time to part-time work. In particular, the Law no. 247/2007 states that “if a worker asks for part-time arrangements to assist a cohabiting child younger than 13 or a cohabiting child defined as disabled in accordance with art. 3 of the Law no. 104 of 5 February 1992, he/she shall be given the priority to shift from full-time to part-time work”. Therefore, this is the provision which currently applies to women who go back to work after a maternity leave and who ask their employers to shift from full-time to part-time work. However, it is important to underline that this is only a priority and not a real right.</p> <p>As regards more in general working hours, the proposed amendments to Directive 2003/88/EC on</p>
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	<p>the organization of working hours – which have yet to be approved – would increase the maximum duration of the working week from 48 to 60 or 65 hours, provided that the worker agrees to this option. The employee's consent would last for a maximum of one year and it could be renewed.</p> <p>Finally, the bill enclosed to the Finance Act 2008 introduced incentives for the employers who would include projects giving more flexibility to workers in collective agreements. However, the bill was not approved by Parliament, so, at present, there are no national regulations which authorize the introduction of new forms of flexibility.</p> <p>In 2007 part-time workers increased by 3.6% (109,000 people), thus confirming the growth trend recorded in 2006. Part-time work is widespread across all the regions and it involves mostly employees, women and some sectors of the tertiary sector (trade, hotels and catering, health care, family services).</p>
<p>Flexible working</p>	<p>Since 2003 (Law no. 30/2003 and Legislative Decree no. 276/2003), Italy has introduced new forms of flexible contracts (job sharing, on-call work, etc.) with the aim to overcome the idea that contracts of employment should generally be open-ended and to facilitate access to the labour market to the young, the elderly and women. In this way, the State also made an effort to meet and balance the demands for flexibility of employers and of individuals who do not wish to have full-time and/or open-ended contracts (e.g. students, retired persons, etc.). However, the views of the social partners on these regulations differ. On the one hand, the employers' organizations see the new regulations as a valid instrument to promote flexibility, to improve corporate results and to favour the growth of the labour market. On the other hand, the trade unions have repeatedly criticized the actual implementation of these regulations, as they believe that it has led to a permanent "precariousness" of workers, whose rights are not being adequately protected.</p> <p>Among the other forms of flexibility recently introduced in Italy, it is important to underline the general agreement signed on 9 June 2004 by the Italian social partners (the Confederation of Industrialists, the various Confederations and Associations of Craftsmen, the Confederation of Trade, Tourism and Services, the Confederation of SMEs, the Confederation of Services, the Banking Association, the Confederation and the various Associations of Cooperatives, the Association of Insurance Companies, the various Confederations of Farmers, the Confederation for Transport and Logistics, the Confederation of Temporary Employment Agencies), which implements the European framework agreement on teleworking, signed in Brussels on 16 July 2002 by ETUC, UNICE/UEAPME and CEEP.</p> <p>Many collective agreements include the possibility to make working hours more flexible without changing the type of contract itself. One of the most common measures is the bank of hours, which allows every employee to accumulate a certain amount of hours to be used later on to take time off. Most collective agreements also contain provisions which establish a threshold (normally a percentage of the overall number of employees) below which the employer must accept a worker's request for part-time arrangements. To this purpose, collective agreements also establish priorities, on the basis of which employers elaborate a list to select employees entitled to part-time work.</p>
<p>Working hours reduction</p>	<p>* See previous question</p>

<p>Are there any new plans in this field?</p>	<p>As regards more in general working hours, the proposed amendments to Directive 2003/88/EC on the organization of working hours – which have yet to be approved – would increase the maximum duration of the working week from 48 to 60 or 65 hours, provided that the worker agrees to this option. The employee's consent would last for a maximum of one year and it could be renewed.</p> <p>Based also on the results achieved with the implementation of art. 9 of the Law no. 53/2000 (an experimental measure), the Government is considering the possibility to introduce systematic measures to promote flexibility. The aim would be to favour the reconciliation of work and family life and to encourage men and women to share family responsibilities, thus reducing the gender gap on the labour market and developing family policies for the promotion of demographic growth.</p> <p>Finally, the bill enclosed to the Finance Act 2008 introduced incentives for the employers who would include projects giving more flexibility to workers in collective agreements. However, the bill was not approved by Parliament, so, at present, there are no national regulations which authorize the introduction of new forms of flexibility.</p>
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>In Italy, the economic activity rate in 2007 reached 62.5%, with regional and gender differences which remain very significant. The activity rate goes indeed from 69.1% in the North to 52.4% in the South, and from 74.4% for men to 50.7% for women. In the Southern regions, only less than 4 women out of 10 are active.</p> <p>Part-time contracts often represent a valuable instrument for the reconciliation of work and family life, as they are a form of flexibility which was introduced in the Italian legislation to facilitate, improve and increase participation in the labour market, especially for women. The data concerning the spreading of this type of contract are influenced by the existence of legal incentives which had long been lacking in Italy. Both the trade unions and the employers' organizations have raised some concerns about this instrument, even if of course for different reasons.</p> <p>While employers are worried about the increased burden (both economic and organizational) brought about by a high number of part-time workers within the undertaking, the trade unions often perceive that there is a risk of marginalization linked to the choice of this type of contract. In other words, the trade unions fear that, by promoting part-time work, the labour market might end up always preferring this choice for women: if, on the one hand, it is true that part-time contracts are an important way to favour the reconciliation of work and family life, on the other hand, it is also true that family care and chores still predominantly rest on women.</p> <p>The Legislative Decree no.61/2000, which regulated part-time work, explicitly establishes the principle of non-discrimination between part-time and full-time workers who share the same job classification level. Moreover, the Decree states that a full-time contract can be transformed into a part-time contract only with the consent of the worker (voluntariness of transformation).</p> <p>The ensuing modifications (Legislative Decree no. 276/2003) increased flexibility with respect to this type of contract, for instance by allowing the introduction of more flexible clauses which, within certain limits, make it possible to go beyond the fixed amount of working hours.</p> <p>The analysis of the available data shows that the voluntariness of part-time work is closely linked to gender. For men, part-time work is often a forced choice (i.e. they were not able to choose a different type of contract when they were hired), given that 50% of them state that they did not choose it on purpose, whereas for women, in 70% of cases, the choice was entirely voluntary. As regards the connection between the involvement in family care and the type of contract of employment, the number of men who ask to work part-time to "look after children" is almost the same as the number of men who ask to do it "to have more spare time".</p>

Latvia	
<p>Part-time working</p>	<p>Section 134 of the Labour Code states that an employer shall determine part-time work if requested by a pregnant woman, a woman for a period following childbirth up to one year, but if the woman is breastfeeding then for the whole period of breastfeeding, as well as by an</p>

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	employee who has a child less than 14 years of age or a disabled child under 18 years of age. The same provisions, which apply to an employee who is employed for regular working time, shall apply to an employee who is employed part-time.
Flexible working	Section 134 of the Labour Code also is applicable to flexible working.
Working hours reduction	Section 134 of the Labour Code also is applicable to flexible working.
Are there any new plans in this field?	None
Please provide any available evidence concerning the impact of these changes on gender equality.	Low popularity of the flexible employment form has more impact on the employment of women. In order to promote the implementation and use of flexible employment forms and time, in 2005 and 2006, Free Trade Union Confederation of Latvia and Latvian Employers' Confederation in terms of EU National programmes, carried out information activities for employers and employees. They developed informative materials and organized seminars on these issues.

Lithuania	
Part-time working	Article 146 of the Labour Code provides: "Part daily working time or part weekly working time shall be set on request of a pregnant woman, a woman who has recently given birth (mother who submits to the employer a certificate of a health care institution confirming that she has given birth, and who raises a child until it reaches one year of age, hereinafter referred to in the Code as a woman who has recently given birth), a woman who breast-feeds (mother who submits to the employer a certificate of a health care institution confirming that she raises and breast-feeds her child, hereinafter referred to in the Code as a woman who breast-feeds), an employee raising a child until it reaches three years of age, as well as an employee who alone raises a child until it reaches fourteen years of age or a disabled child until it reaches eighteen years of age."
Flexible working	Paragraph 5 of Article 147 of the Labour Code provides: "Wherever possible, employees raising children under fourteen years of age shall have the prior right to choose a shift." Paragraph 4 of Article 155 of the Labour Code provides: "Pregnant women, women who have recently given birth and breast-feeding women, employees raising a child under three years of age, employees alone raising a child under fourteen years of age or a disabled child under eighteen years of age, persons taking care of a disabled person, the disabled, if not restricted by a commission stating the disability, may be assigned to on-call duty at the undertaking or at home only upon their consent."
Working hours reduction	Not mentioned

<p>Are there any new plans in this field?</p>	<p>Not mentioned</p>
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>Improving conditions to reconcile work and family life is one of the objectives of the National Programme for Equal Opportunities for Women and Men. This objective is implemented by a number of measures, one of them is to organize seminars to social partners on flexible working arrangements for parents with children. This measure is implemented together with Women's Information Centre.</p> <p>Another objective of the programme is targeted at changing stereotypes of the roles of women and men in the economic sphere. Together with Vilnius University Gender Studies Centres a number of seminars for social partners were organized.</p> <p>One of the measures of the National Programme for Equal Opportunities for Women and Men is to carry out comparative research "The impact of the EU structural funds on the implementation of gender equality policy in Lithuania in line with the EU strategic equality objectives". The results of the research will be available in the end of 2009.</p>

<p>Luxembourg</p>	
<p>Part-time working</p>	<p>La politique gouvernementale ne promeut pas le temps partiel car on risque de précariser les salarié(e)s. Cependant la législation prévoit une protection adéquate du temps partiel lorsqu'employeur et salarié(e)s en conviennent. Dans la fonction publique le temps de travail à temps partiel est réglementé.</p>
<p>Flexible working</p>	<p>Le code du travail réglemente la flexibilisation des heures de travail.</p> <p>Art. L. 212-3.</p> <p>(1) Dans les entreprises qui occupent régulièrement cinquante travailleurs au moins, la période de référence est fixée à respectivement quatre semaines ou à un mois, selon les spécificités ou contraintes techniques et administratives des entreprises.</p> <p>(2) Dans les entreprises qui occupent régulièrement entre quinze et quarante-neuf travailleurs, la période de référence est fixée à respectivement deux mois ou huit semaines au maximum, selon les spécificités et contraintes administratives des entreprises.</p> <p>(3) Dans les entreprises qui occupent régulièrement moins de quinze travailleurs, la période de référence est fixée à six mois au maximum.</p> <p>(4) Dans les entreprises à caractère saisonnier, la période de référence est fixée à six mois au maximum.</p> <p>On entend par entreprises saisonnières les entreprises qui restent fermées pendant une partie de l'année, et ce pour une durée minimale de trois mois consécutifs, et dont l'effectif suit de fortes variations en fonction de certaines périodes de l'année.</p> <p>(5) La période de référence visée aux paragraphes précédents peut être relevée par convention collective de travail, sans pouvoir excéder douze mois. Pour les entreprises saisonnières, la période de référence ne saurait dépasser la période annuelle d'ouverture.</p> <p>(6) Les entreprises, qui cumulent les conditions fixées par les paragraphes (3) et (4) qui précèdent,</p>

	<p>peuvent choisir parmi les deux régimes afférents. (7) Dans les entreprises s'occupant de la restauration sur les bateaux de tourisme dans le cadre de la navigation fluviale et qui n'assurent pas elles-mêmes la production des repas, la période de référence est fixée à la durée de la période durant laquelle le bateau est en service.</p> <p>Au cas où les entreprises visées au présent paragraphe assurent elles-mêmes la production des repas, aucune période de référence n'est fixée. Si on veut dépasser cette période, une convention collective peut être conclue qui prévoit une période allant jusqu'à 12 mois. Sinon, le Ministre de l'Emploi peut autoriser un dépassement de la période pour maximum 6 mois.</p>
Working hours reduction	<p>A négocier individuellement. Relevons encore que la loi permet à une mère à la fin du congé de maternité de prendre une année de congé sans solde avec droit prioritaire au réemploi. Art. L. 332-4. A l'expiration du congé de maternité, la femme salariée peut, en vue d'élever son enfant, s'abstenir, sans délai de préavis, et sans avoir de ce fait à payer une indemnité de rupture, de reprendre son emploi. En pareil cas, elle peut, dans l'année suivant ce terme, solliciter son réembauchage. L'employeur est alors tenu, pendant un an, de l'embaucher par priorité, dans les emplois auxquels sa qualification lui permet de prétendre et de lui accorder, en cas de réemploi, le bénéfice de tous les avantages qu'elle avait au moment de son départ. La demande de réembauchage de la femme ainsi que l'offre consécutive faite par l'employeur et enfin le refus de cette offre par la femme doivent être faits par lettre recommandée avec avis de réception.</p>
Are there any new plans in this field?	Non
Please provide any available evidence concerning the impact of these changes on gender equality.	<p>Voir CEPS, Blandine LEJEALLE, Evolution et place des femmes sur le marché de travail, Population & Emploi n° 30 février 2008 Idem, Impact des enfants sur la carrière professionnelle des parents à Esch-sur-Alzette, n° 33 juin 2008. Voir : http://www.ceps.lu</p>

Malta

Part-time working	N/A
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Flexible working	N/A
Working hours reduction	N/A
Are there any new plans in this field?	No
Please provide any available evidence concerning the impact of these changes on gender equality.	No evidence

Moldova

Part-time working	Not mentioned
Flexible working	Not mentioned
Working hours reduction	Not mentioned
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

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Monaco	
Part-time working	La possibilité de temps partiel choisie est autorisée dans le cadre de la législation. La Loi n° 1.275 du 22 décembre 2003 a introduit la possibilité de travailler à temps partiel dans la Fonction Publique.
Flexible working	Horaires variables possibles – Pas de politique nationale spécifique
Working hours reduction	Not mentioned
Are there any new plans in this field?	Non, à ce jour
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Netherlands	
Part-time working	The Working Hours Adjustment Act (WAA) gives employees the right to seek adjustments (more or fewer hours) to their employment contracts. Parallel legislation (the Working Hours (Discrimination) Act; WOA) prohibits less favourable contractual conditions for part-time workers. Views: these policies are generally accepted by all relevant parties.
Flexible working	At present there is no legal framework to support or promote flexible working hours. Government policy is aimed at promoting flexible working patterns in order to extend female labour participation where present working hours conflict with care responsibilities, and to create more opportunities for full-time employees to take up care responsibilities (family-friendly employers, see below). Views: at national level, employers' organisations and trade unions advocate more flexible working hours from the point of view that they have benefits for employers and employees alike (better balance between work and private life). Organisations speaking for women's interests regard present working patterns as one of the obstacles to extending women's labour participation.

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<p>Working hours reduction</p>	<p>See above for present policy measures. Government policy is aimed at extending the working week of part-time workers, especially women with small part-time jobs. Views: employers' organisations emphasise the need for extending work hours. Trade unions argue that a four-day working week should no longer be regarded as part-time, as this limits men's opportunities to assume care responsibilities and women's career opportunities (glass ceiling).</p>
<p>Are there any new plans in this field?</p>	<p>The government is presently developing proposals which will be discussed with employers' and employees' organisations regarding the following issues (Ministry of Social Affairs & Employment, 2008):</p> <ul style="list-style-type: none"> - adapting the current legal framework to promote short-term changes in working hours instead of structural changes; - introducing a right for employees to request changes in working hours and place of work; - making legal leave arrangements more flexible.
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>Not mentioned</p>

<p>Norway</p>	
<p>Part-time working</p>	<p>Not mentioned</p>
<p>Flexible working</p>	<p>Under Section 10-2 (3) of the Working Environment Act, employees have the right to flexible working hours if this can be arranged without undue inconvenience to the enterprise. This gives parents of small children the possibility of adapting their working hours to suit their needs. Flexible working hours may for example be arranged in such a way that employees work longer hours for some parts of the year in order to have more time off at other times or are permitted, within certain limits, to decide themselves what hours of the day they wish to work.</p>
<p>Working hours reduction</p>	<p>The right to shorter working hours is laid down in Section 10-2(4) of the Working Environment Act. Both parents are entitled to work shorter hours if this is necessary for strong welfare reasons, such as the desire and need of parents of small children to spend more time with their children. Permission to work shorter hours can only be granted if this does not seriously inconvenience the enterprise concerned. Disputes between employers and employees are settled by the Disputes Settlement Board. The case is first sent to the Norwegian Labour Inspection Authority, which is the Board's secretariat. Practice of the rules indicates that the inconvenience to the enterprise must be considerable before an application for shorter working hours can be denied.</p> <p>The Working Environment Act does not give employees working shorter hours the right to retain full pay.</p>

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	<p>Shorter working hours can be taken in the form of a shorter working day, fewer working days per week or work-free periods. The need for work-free periods may arise, for example, in connection with long school holidays.</p> <p>Working parents of small children often have to leave work at a fixed time to look after their children. For example, they may have to fetch them from the day-care centre. An employee may be excused from overtime or extra work that affects the care of a child. Exemption from overtime and extra work are laid down in Section 10-6 (10) of the Working Environment Act.</p>
Are there any new plans in this field?	<p>The Ministry is at the moment working on a proposal about adopting a prohibition against asking about pregnancy and family planning during job interviews. A discussion document has been on a hearing round, and the bodies entitled to comment have all given their statements. Necessary legal amendments may be suggested in 2009."</p>
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Poland	
Part-time working	Not mentioned
Flexible working	Not mentioned
Working hours reduction	Not mentioned
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	<p>The subject concerning working time arrangements and the possibility to vary working time for family reasons was covered by the 2005 LFS ad-hoc module "Reconciliation of work and family life" – which was realised in compliance with the EU requirements. The data were sent to Eurostat. The module will be repeated in 2010 – according to the EU LFS ad hoc modules programme. It will be a bit changed as compared to the 2005 one – just to use 2005 experiences and to adjust the survey to users needs.</p> <p>More precise analysis of changes on reconciliation of work and family life shall be possible in 2011, when comparing results of the LFS ad-hoc module "Reconciliation of work and family life"</p>

	conducted in 2005 and 2010.
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Portugal	
Part-time working	<p>Part-time working/flexible working/working hours reduction Part-time is not very common in Portugal, representing only 11% of the economically active population (men: 7%; and women: 16%).</p> <p>A new Labour Law came into effect in February 2009 according to which part time work and flexible working hours for parents with children below age 12 have been reinforced. Thus, from now onwards entitlement to part time work is named as "part-time work for worker with family responsibilities", while entitlement to work in a flexible working schedule is named "flexible timetable for worker with family responsibilities". It is also written in the law (artº 212) that working time definition shall be done by the employer taking into consideration the facilitation of the worker's professional and family life.</p> <p>The Labour law regulates part time work and flexible working hours for families with children below age 12 as follows:</p> <ul style="list-style-type: none"> - Parents with one or more children below age 12 are entitled to work part time or flexible working hours (with no age limit in cases of disabled/handicapped children); - If there is a handicapped or chronically ill child below age one, one of the parents (as long as the other is employed) may also apply for a five-hour reduction in the working week; - Parents with children below age 12 are entitled to work in a continuous working day (six hours of continuous work with a break of 30 minutes maximum, with no reduction in full time earnings). At present this is only possible in the public sector unless an agreement is established between trade unions and management (information provided by CITE – the Commission for Equality in Work and Employment). <p>The above mentioned regulations included in the Labour Law are directly related to policies regarding the conciliation of work and family life for families with children below age 12. However, these entitlements offered by law are rarely taken up by workers and those who use them are mostly civil servants.</p> <p>Employees with children below age 12 who want to take up part-time work (for a maximum period of 2 years) or reduce their working hours must apply to their employer in writing. The employer may refuse the employee's application (due to difficulties in replacing the employee or other reasons related to the good running order of the workplace). In practice, then, apart from the loss in earnings, employees often find it difficult to ask for part-time work.</p> <p>For other employees (who do not have children below age 12) the labour law defines part-time work as follows:</p> <ul style="list-style-type: none"> - Part-time is defined as up to 75% of full time work; - Part-time work can be implemented either on all weekdays or just on some days of the week. - The law says explicitly that workers with "family responsibilities" should have preference over others for part-time work admissions in companies. - Earnings for part-time work are proportional to working time and when the daily working time is five or more hours the worker is also entitled to the "meal benefit". - The possibility of moving from full time work to part time work depends on agreements between the employer and the employee. <p>Overall, national policies regarding part-time work and flexible working hours have not been high on the agenda.</p> <p>The former right-wing government promoted part-time work linked to the care of young children by extending the part-time parental leave from 6 months up to 12 months (to be taken by each parent until their children's six birthday).</p>
Flexible working	
Working hours reduction	

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	<p>As from May 2008 the government (PS) presented a proposal introducing changes to the current Labour Law, including some changes regarding part-time work and flexible working hours (see ii) below) which were approved in parliament on December 2008 and came into effect since February 2009. Flexible working forms were implemented according to the need to improve company's competitiveness and productivity. Government's argumentation also pointed out the advantages of flexibility related to the improving and conciliation of work and family life.</p>
<p>Are there any new plans in this field?</p>	<p>A New labour Law was recently implemented (since February 2009). Major changes include more working flexibility.</p> <p>According to the government, Portugal was one of the countries with the lowest percentage of companies implementing a flexible working hours system, namely: flexible timetables to enter and leave the company; the possibility of using extra working hours to take a few days off work or longer periods of leave.</p> <p>Some of the changes include:</p> <ul style="list-style-type: none"> • The creation of a "bank of hours" according to which normal working hours – eight hours per day, 40 per week – may be increased by four hours per day up to a maximum of sixty hours a week (up to a limit of 200 hours a year). This increase in working time shall be compensated through an equally proportional reduction in working time or through cash payment or even through the combination of both modalities • The introduction of "concentrated timetables": which give employees the possibility of concentrating working hours over three or four days so that they can increase the number of days off while respecting the maximum limits of working hours per week (40 hours) taking as reference a period of 45 days; in order to compensate additional working time it is possible for the employee to receive a monetary compensation, compensatory rest periods or through the setting up of leave periods or holiday periods still not provided by law.
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>There is no time yet to do this evaluation since the new Labour Law was recently implemented (since February 2009).</p>

Romania

<p>Part-time working</p>	<p>An employer may hire employees with a rate fraction by means of individual labour contracts for an unlimited duration or for a limited duration, called part-time individual labour contracts. The employee with a rate fraction is the employee with a number of normal working hours, calculated weekly or as a monthly fraction, that is lower to the number of normal working hours of a comparable employee with full load.</p> <p>An employee hired on a part-time labour contract shall enjoy all the rights of full-time employees, under the terms stipulated by the law and the applicable collective labour contracts. The wages shall be granted proportional to the time actually worked, in relation to the rights established for a normal work schedule.</p> <p>As far as possible, the employer shall take into consideration the employees' requests to be</p>
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	<p>transferred either from a full-time position to a part-time position, or from a part-time position to a full-time position, or to have an increased work schedule, should this opportunity occur. The employer shall notify his/her employees in due time regarding the availability of part-time or full-time positions, in order to facilitate transfers from full-time to part-time positions and vice versa. This notification shall be done by means of an announcement posted up at the employer's head office.</p>
<p>Flexible working</p>	<p>Those employees who carry out, at their home, the assignments typical of their positions shall be deemed home-based employees. With a view to their job duties, the home-based employees shall set up their own work schedule.</p> <p>The employer shall be entitled to check the activity of home-based employee, under the terms set forth by the individual labour contract.</p> <p>A home-based employee shall enjoy all the rights stipulated by the law and the collective labour contracts applicable to employees whose work place is at the employer's office.</p> <p>An employer may establish individualized work schedules, with the consent or at the request of the employee in question, if such a provision is made in the collective labour contracts applicable at the level of the employer, or, in his absence, in the internal regulations. Individualized work schedules shall suppose a flexible organization of the work time. The daily duration of the work time shall be divided into two periods: a fixed period during which all the employees are at their work places, and a variable, mobile period in which the employee selects his/her arrival and departure times, provided the daily work time is observed.</p>
<p>Working hours reduction</p>	<p>Based on the medical instructions from the family physician, the pregnant employees which can not accomplished the normal duties under the normal contract from medical reasons has the right to a reduction of the working program with $\frac{1}{4}$. The salary rights are maintained at the same level.</p> <p>In the same time, the employers are obliged to provide two breaks of 1 hour each, during the working program, in order to breastfeed the child. At the mother request, the breaks may be replaced by reduction the working programme accordingly with 2 hours daily.</p>
<p>Are there any new plans in this field?</p>	<p>Not mentioned</p>
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>Not mentioned</p>

Russian Federation	
Part-time working	<p>In accordance with Article 93 of the Labour Code an agreement between employer and employee can specify establishment of incomplete (part-time) working day (shift) or incomplete working week. This agreement can be made as upon conclusion of a labour agreement as later. Employer must establish incomplete working day (shift) or incomplete working week on request of a pregnant woman, one of parents (guardian, trustee) having a child under fourteen (or an disabled child under eighteen) and of a person nursing an disabled family member according to a medical report in the manner set by federal laws and other normative legal acts of the Russian Federation.</p> <p>Wages and other payments during working on terms of incomplete working time are calculated proportionally to the actual time of work or depend on volume of completed work.</p> <p>Working on terms of incomplete working time does not result in any limitations of length of annual paid leave, record of working experience and other labour rights.</p> <p>According to the population survey on employment issues of the State Committee on Statistics of the Russian Federation only 1% of female employees use part-time working (incomplete working week or incomplete working day) on their main job.</p> <p>The reason for low popularity of part-time working is primarily low wages. Also the risk to lose their jobs discourages the employees to request part-time working schemes.</p>
Flexible working	<p>In accordance with the Article 102 of the Labour Code when working on flexible-time scheme, the beginning, the end or the total duration of working hours is determined by the parties' agreement.</p> <p>The employer ensures that the employee should work the total number off of working hours within the appropriate record-keeping periods (a working day, week, month and others).</p>
Working hours reduction	See part-time working
Are there any new plans in this field?	<p>The President of the Russian Federation has proclaimed a commission to extend the adaptation of flexible working schemes (incl. home working, part-time working), which help to reconcile work and family liabilities.</p> <p>This policy will be realized in the framework of social partnership by signing collective agreements and by issuing employers' local regulative acts.</p> <p>State policy on working models, including problems of part-time and flexible time working, is defined in the Labour Code of the Russian Federation. That policy is an accommodated position of the state, the employers and the trade unions, since the legislative regulation of the labour sphere proceeds within the framework of social partnership.</p> <p>Article 93 of the Labour Code regulates part-time working (incomplete working day or incomplete working week). Article 102 of the Labour Code regulates flexible working.</p> <p>One of the main principles of legal regulation of the labour relations is a balanced combination of state and contract regulations (in the framework of regional, industry-wide, and municipal trilateral agreements and collective labour contracts). This principle is valid also for regulations of part-time and flexible working.</p> <p>The Federal Labour Inspection and trade unions implement the supervision and control over the observance of the Labour Code and other legal acts, containing labour regulations, and of obligations set by employers in collective contracts and labour agreements.</p> <p>The Russian Union of Industrialists and Entrepreneurs adopted the Social Charter of Russian Business. In this document the employers declare acknowledgement of employee's rights as an inherent part of human rights, pledge to observe employee's rights set by the law, and to avoid discrimination policy in their business. The employers guarantee to employees equal rights and opportunities regardless of sex, age, race and religion. As of Mai 2008 over 200 of Russian</p>

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	companies and organizations with 5 mio. employees joined the Charter.
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Serbia	
Part-time working	Labour Law foresees that the part time work can be based on a limited or unlimited time. One of the parents of a child that needs special care due to difficult level of psychophysical disturbance, except for the cases foreseen by the laws of health insurance, has the right to, upon expiry of maternity leave or leave for the childcare, take a leave or work with part-time working hours up to child's five years. In this case, employed has the right to earnings for the time spent working and to allowance of the earnings for the rest of working hours.
Flexible working	Labour Law doesn't recognise flexible work as a term, in the sense of flexible working hours. However, there are institutes such as work with partial working hours, work for jobs out of the employer's premises, work with the home assistance and work outside of working relationship- temporary and occasional jobs, contract of action, contract about representing and contract about professional empowering, improvement and accessory work.
Working hours reduction	Labour Law defines also shorter working hours and the employee that works shorter working hours, in accordance with the law, has all the rights from usual work relationship as if he / she works full working hours. Parent or guardian, person that takes care of a person with child paralysis, cerebral paralysis, some type of plague and other difficult diseases, based on the opinion of the accountable health organ, can on his / her own request work with shorter working hours, but not shorter that half of the full working hours.
Are there any new plans in this field?	There are plans to input changes and additions to Labour Law about contract length for work for limited time (now, duration has been limited to a year, except when it comes to exchange of the employee who is on leave).
Please provide any available evidence concerning the impact of these changes on gender equality.	* Not totally applicable In accordance with the Labour Law (article 18-23) direct or indirect discrimination of people looking for employment is forbidden. Discrimination of employees is also forbidden in all spheres as well as in regards to gender. Also, the draft of the Gender Equality Law is being produced.

Slovakia	
Part-time working	<p>(1) When designating employees to work shifts, an employer shall be obliged to take into account the needs of pregnant women, women and men continuously caring for children.</p> <p>(2) If a pregnant woman, men and women continuously caring for a child younger than 15 years of age requests a reduction in working time or other arrangement to the fixed weekly working time, the employer shall be obliged to accommodate her request if such is not prevented by substantive operational reasons.</p> <p>(3) A pregnant woman, a woman or man continuously caring for a child younger than three years old, a solitary man or woman continuously caring for a child younger than fifteen years old may be employed for overtime work only with their agreement. Work stand-by may only be agreed upon with.</p> <p>§ 164</p>
Flexible working	Not mentioned
Working hours reduction	<p>(1) If a pregnant woman performs work that is prohibited to pregnant women, or which according to medical opinion threatens her pregnancy, the employer shall be obliged to implement a temporary change to working conditions.</p> <p>(2) If a change to working conditions for woman pursuant to paragraph (1) is not possible, the employer shall temporarily transfer a woman to work that is suitable to her and in which she may attain the same earnings as that for the hitherto work within the scope of the employment contract, and where such is not possible, he/she shall transfer her upon agreement to a different type of work.</p> <p>(3) If a woman, in work she was transferred to by no fault of her own attains earnings lower than that attained by the hitherto work, for the purpose of balancing of the difference she shall be provided with a compensation benefit in pregnancy and in motherhood pursuant to special regulation.</p> <p>(4) If transfer of a pregnant woman to a position with day work or transfer to other suitable work is not possible, the employer shall be obliged to provide a pregnant employee with time off and wage compensation.</p> <p>(5) Provisions of paragraphs (1) to (4) shall apply commensurately to a mother to the end of the ninth month following childbirth and a nursing woman.</p> <p>§ 162</p>
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Slovenia	
Part-time working	<p>The Parental Protection and Family Benefits Act defines the right of parents to work part-time, where this must involve at least half the working week, in two cases:</p> <ul style="list-style-type: none"> - the right to work part-time is enjoyed by one of the parents caring for a child up to three years old, - the right to work part-time after the child is three years old, but only until the child is 18 years old, is enjoyed by one of the parents caring for a child with serious motor impairment or with moderate to serious mental disability. <p>In both cases the employer ensures the right of the worker to pay for the actual work obligation, while the state provides for the worker payment up to the full work obligation of contributions for social security from a proportionate part of the minimum wage. The ZDR provides as a general rule that workers also have special protection in employment for pregnancy and parenthood as well as special protection against cancellation of employment contracts for a female worker during pregnancy and throughout the period she is nursing a child, and for parents taking parental leave in the form of full absence from work. In connection with the right to annual leave, the ZDR also provides that workers have the right to one additional day of annual leave for each child under 15 years old.</p> <p>Among the tasks of the social partners, the Social Agreement (for the period 2006-2009) defines especially the coordination of working and family life. The state will encourage flexible forms of employment and encourage employers to become family-friendly enterprises.</p>
Flexible working	Not mentioned
Working hours reduction	Not mentioned
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Spain	
Part-time working	Trade Unions and Women's movements are much in favour, if social protection is guaranteed as in the case of full time workers.

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Flexible working	There is a growing movement towards more flexible schedules as many companies are aware that a better reconciliation of family and work improves the productivity and the commitment of workers. Basic legislation promotes agreements on flexible working time.
Working hours reduction	Laws are passed to establish the right to working hours reduction linked to family reasons such as caring for children under eight or disabled or elderly people.
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Major changes have been adopted on reconciliation through the law 3/2007 for effective equality of women and men, linking reconciliation and equality of opportunities for both genders given that women (mothers) take advantage of these benefits in a very small percentage. Law 3/2007 promotes the involvement of fathers in sharing family responsibilities, for instance through a paternity leave exclusive for them.

Sweden	
Flexible working	The employee must consult with the employer on when leave is planned and other issues related to leave. If it can be done without inconvenience to the employee, leave must be planned so that activities at the place of work can continue without being seriously disturbed. If an agreement cannot be reached on how leave is to be taken in the event of reduced working hours, the employer must plan the leave in accordance with the employee's wishes, if such leave does not lead to a serious disturbance in activities at the place of work.
Working hours reduction	See 3.2.i)
Are there any new plans in this field?	No
Please provide any available evidence concerning the impact of these changes on gender equality.	<ul style="list-style-type: none"> The political direction is as follows: Raising the level of benefits and increasing the length of parental leave means on the whole, and in the short term, reducing the labour supply for women. But having relatively high benefit levels and the right to long parental leave can also improve opportunities for parents to have the number of children they want and give parents better opportunities to combine working and family life. The possibility of being at home when the child is small, while retaining rights in working life, strengthens women's participation in the labour market. It is important that the labour market provides scope for flexibility and freedom of choice so that parents, and potential parents can feel sufficiently secure to have children, so that they

	<p>are able to take care of the child and when the child is old enough, to return to work.</p> <ul style="list-style-type: none"> • The fact that women's participation in the labour market is so large in Sweden is probably the result of strong protection and great flexibility for parents in working life. Despite this, flexibility and particularly the right to long parental leave and reduced working hours are primarily used by women. So long as this flexibility is largely used by women, it is probable that this will contribute to maintaining the differences between men and women in the labour market. It has, for example, been found that long parental leave has negative consequences for women's further careers, particularly for highly educated women. Men largely have the same rights of flexibility as women, but they are not used to the same extent at all. One reason, often discussed, is that employers are less well-disposed to men's adaptation of their working life to family life. Studies have shown a connection between the attitude of employers and men's use of parental leave.
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Switzerland	
Part-time working	Le travail à temps partiel n'est pas expressément réglementé dans le Code des obligations (CO). Ainsi, les dispositions sur le contrat de travail sont en principe applicables.
Flexible working	Les horaires de travail sont fixés par l'employeur dans les limites de la loi fédérale sur le travail. Celui-ci doit aussi tenir compte de son obligation de protection de la personnalité envers ses employés.
Working hours reduction	L'employeur et le travailleur peuvent convenir de réduire les heures de travail, en vertu du principe de la liberté contractuelle.
Are there any new plans in this field?	<p>Le Gouvernement considère l'amélioration de la conciliation des vies professionnelle et familiale comme une priorité politique. Le Département fédéral de l'économie (DFE), en tant qu'organe responsable de la politique économique et de la politique du marché du travail suisse, concentre ses activités sur des projets d'information et de sensibilisation, ainsi que de diffusion des bonnes pratiques.</p> <p>Selon le Secrétariat d'Etat à l'économie (SECO) qui fait partie du DFE, une politique du personnel qui prévoit des mesures concrètes pour répondre aux changements sociétaux est un atout pour l'employeur sur le marché de l'emploi. Fort de ce constat, le DFE respectivement le SECO attache une grande importance à l'équilibre entre vie professionnelle et vie privée, plus particulièrement en rapport avec la famille. Les formes de travail favorables à la famille permettent d'accroître la productivité. Les instruments qui offrent le plus grand potentiel sont les modèles d'organisation du temps de travail qui permettent aux deux parents de participer activement et à la vie familiale et à la vie professionnelle.</p> <p>Dans ce cadre, un manuel intitulé "Travail et famille" a été conçu en 2007 spécialement à l'attention des petites et moyennes entreprises (PME). Ce manuel présente un grand éventail de mesures possibles pour mieux concilier travail et famille et propose des aides concrètes pour leur mise en œuvre. Parmi ces mesures, on trouve la flexibilité du temps de travail et le travail à temps partiel. La mesure à prendre dans chaque cas d'espèce est déterminée par les possibilités et les besoins concrets du service. Le travailleur ne saurait donc se prévaloir d'un quelconque droit à cet égard.</p> <p>Pour plus d'information: http://www.seco.admin.ch/themen/00385/02021/index.html?lang=fr</p>

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<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>Cf. site du Bureau fédéral de l'égalité entre femmes et hommes (BFEG): http://www.ebg.admin.ch/themen/00008/00073/index.html?lang=fr</p>
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Turkey	
Part-time working	Discrimination between part-time workers and full-time workers according to part-time work contract is prohibited. As a result part-time workers also take advantage of the same rights entitled to full time workers.
Flexible working	Not mentioned
Working hours reduction	Not mentioned
Are there any new plans in this field?	Not mentioned
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned

Ukraine	
Part-time working	Under agreement with employer. The legislation gives guaranties but it doesn't work
Flexible working	Under agreement with employer. The legislation gives guaranties
Working hours reduction	Under agreement with employer. The legislation gives guaranties but it doesn't work



<p>Are there any new plans in this field?</p>	<p>Not mentioned</p>
<p>Please provide any available evidence concerning the impact of these changes on gender equality.</p>	<p>Not mentioned</p>

<p>United Kingdom</p>	
<p>Part-time working</p>	<p>Rates of part-time working are high in the UK: In Great Britain (England, Wales and Scotland) 20 per cent of mothers with children under five work full time and 35 per cent part time. For mothers whose youngest child is 5-10, 28 per cent work full time and another 43 per cent part time.</p> <p>An issue raised by trade unions and the women's movement is that part-time workers rarely have the same opportunities as full-time workers regarding pay, training or promotion. For example, a survey revealed that 53 per cent of the part-time women workers questioned had previously worked in jobs requiring either higher qualifications, more skills or experience, or with more supervisory responsibility. Part-time workers are about 40 per cent less likely to receive work-related training than their full-time counterparts. These factors can have a significant effect on women's lifelong career prospects.</p>
<p>Flexible working</p>	<p>The right to request flexible working was introduced in 2003 for parents of children under 6 and disabled children under 18, and the scope of the law was extended to carers of certain adults with effect from 6 April 2007. This means that an application must be considered properly in accordance with the set procedure. Employers can only refuse the request on business grounds, giving a written explanation. Employees must be protected from detriment or dismissal for making an application under the right.</p> <p>There is scope to apply for a wide variety of different types of working pattern. Eligible employees can make a request to:</p> <ul style="list-style-type: none"> - change the hours they work; - change the times when they are required to work; or - work from home (whether for all or part of the week). <p>A refusal must be based on certain business grounds. Employees must have worked for their employer continuously for 26 weeks at the date the application is made, and agency workers cannot apply.</p> <p>Women have also used sex discrimination legislation successfully to argue that making them work full time (or inflexible hours) without justification is indirect sex discrimination, because they are more likely than men to have childcare responsibilities. While a man being refused a right to request may have a claim to direct sex discrimination if women in his workplace are treated differently, he will not be able to pursue an indirect sex discrimination claim.</p>

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Working hours reduction	See previous question
Are there any new plans in this field?	The right to request flexible working will be extended to parents of older children under 16.
Please provide any available evidence concerning the impact of these changes on gender equality.	Not mentioned