

# POSSIBILITIES AND RISKS OF ATYPICAL EMPLOYMENT

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**GENDER**  
STUDIES

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# Gender Studies

- Advocacy: antidiscrimination, family policy, LGBT, violence against women, etc.
- Information and media campaigns
- Conferences, seminars, publications, researches
- Library, consultation, information and advocacy centre
- Legal Help line
- Activities for Employers: consultations, Firm of the Year, Audit Equal Opportunities
- Activities for public authorities: seminars, Public Authority of the Year



# Critical Conditions for flexible working arrangements

- Sufficient supply of childcare facilities for pre-school children.
- Flexible working conditions must be voluntary, not ordered by the employer.
- Flexible working arrangements only as a way of work-life balance.

# Forms of atypical employment to allow WLB

- Flexible working time
- Flexible working place
- Part-time jobs
- Job sharing
- Fixed term contracts



# Part-time

In some countries ensured by law for parents of small children.

Risks:

- Less money (sometimes even within an hour rate) → lower social security (dole, maternity/parental allowance, pension).
- Some employers do not provide the same benefits, less perspective for the employer, less time for training.
- People working part-time work 20 % more than they should.

# Part-time

Research in the CR (Gender Studies 2009 – 600 respondents) – 43 % wanted to work part-time during their parental leave.

Only few employers offer part time jobs in CEE (less than 5 % in the CR).

Decision on parental leave: part time job vs. no job.

In reality: when counting the money, usually women decide that it is not cost effective to work part-time, so they do not work at all during the parental leave.

# Flexible working time (and place)

- Cost effective
- Should not have negative effects on the career
- Possibility to choose the beginning and end of work time
- Compressed workweek
- Combination of work in the office with the work from home

# (Only) work from home

To be taken into consideration:

- Relevant only for some jobs
- Loss of social contacts
- Difficult for time management and self-control
- Important to have fixed time and place
- Trust between the employer and employee necessary
- Agreement on the equipment (internet, phone, etc.)

# WLB – Positives for employers

- Increased employee satisfaction (85%)
- Maintaining the quality and talented people (74%)
- Increased productivity (58%)
- Improved reputation and competitiveness of firms (56%)
- Reduced fluctuation (55%)
- Reduced absence (50%)

(European Commission)

# THANK YOU FOR THE ATTENTION!

Gender Studies

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