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Law on part-time employees

No. 2004. 10 March 9

PROCESS Parliament.   *bill.*

Entered into force March 31, 2004. *EEA Agreement:* XVIII. I of Directive 97/81/EC. *Amended by* l. 85/2009 (entered into force on 18 August 2009; *EEA Agreement:* XVIII. Annex to Directive 97/81/EC).

■ **1 Article.** *goal.*

☐ purpose of this Act is to prevent workers in part-time work place discrimination and contribute to improving the quality of such work, to also pay for the worker is available to part-time and flexible working time arrangements to take account of the needs of both employer and employee.

■ **2 Article.** *Scope.*

☐ Act applies to employees who do not have a collective agreement guaranteed the minimum rights that correspond to the content of the provisions of Directive 97/81/EC on the framework agreement on part-time work.

☐law does not affect the content of collective agreements concluded to implement the content of the directive to provided that they contain no less than the right of the Directive, cf. Paragraph 1.

☐... [1)]

[1)] *L. 85/2009, Article 1.*

■ **3 Article.** *Explanation of terms.*

☐ purposes of this Act, the following definitions shall apply:

   a. *employee is considered part-time* if the usual working time per week on average compared to a year is less than a comparable full-time employee.

   b. *comparable employees,* see . a point, is a person who plays a full time job with the same company or organization, and part-time employee and works the same or equivalent job, taking into account other influencing factors, such as skills and qualifications. When there is no comparable full-time worker in the same company or organization, the comparison is made with reference to the applicable collective agreement and where such agreement does not exist with regard to the applicable law, other collective agreements or practice.

■ **4 Article.** *rights and obligations.*

☐ Employees in part-time jobs may not benefit proportionately less favorable terms or subjected to less favorable treatment than comparable full-time employees on the ground that they are not full-time, unless it is justified on objective grounds.

☐Employers shall such possible endeavor:

   a. take into account the wishes of the employee to move from full-time to part-time or from part time to full time,

   b. take into account the wishes of the employee to increase or decrease his job will create scope for,

   c. facilitate access to part-time work in all areas of the company or organization, including highly skilled jobs and managerial positions,

   d. provide timely information on Vacancies at work, including part-time, to facilitate the transfer from part-time to full-time work and vice versa,

   e. facilitate access to part-time workers to vocational education and training, among other things, in order that they can enhance their skills and promote career and mobility, and

f. provide workers' representatives information about part-time work in the workplace.

☐ shall constitute not alone a valid reason for termination of an employee refusing to move from full time to part time or vice versa. Termination does not, however contrary to this Act if it is in accordance with the law, collective agreements or practice, and is caused by other reasons such as operational needs of the organization.

■ **5 Article.** *Entitlement to compensation.*

☐ employer of any violation of the provisions of this Act may lead to legal compensation.

■ **6 Article.** *Implementation of the Directive.*

☐ Songs that are set to the adoption of Council Directive 97/81/EC on the framework agreement on part-time as EU Trade Union Confederation (ETUC), European Federation of Industrial and Employers (UNICE) and the European companies with public ownership (CEEP) have referred to in paragraph 31 of Article XVIII. Agreement on the European Economic Area, as amended by Decision of the EEA Joint Committee No. 104/1998.

■ **7 Article.** *Entry.*

☐ Act shall take effect immediately. **Transitional Provisions.**

■ provisions of paragraph 3. Article 2. this Act shall be reviewed within two years of enactment.