



EU laws on part-time working

Summary: The EU ensures no discrimination against part-time workers and requires employers to take account of employee preferences as regards flexible working.

The objective of the Directive 97/81/EC of December 15, 1997 is to eliminate discrimination against part-time workers, to facilitate the development of part-time work on a voluntary basis and to contribute to the flexible organisation of working time that takes account of the needs of employers and workers.

Employment conditions

In respect of employment conditions, *i.e.* pay, pension, benefits, vacation entitlement etc part-time workers may not be treated less favourably than full time workers solely because they work part time.

Social partners (*e.g.* trades unions), or Member states after consulting with social partners, may where appropriate make access to particular conditions of employment subject to a period of service, time worked or earnings qualification.

Needs of employers and workers

Wherever possible employers should give consideration to:

- ✦ Requests by workers to transfer from full-time to part-time work that becomes available in the establishment;
- ✦ Requests by workers to transfer from part-time to full-time work or to increase their working time should the opportunity arise;
- ✦ Provision of timely information about availability of part-time and full-time jobs in the establishment.

For more information on EU laws on part-time working:

http://europa.eu/legislation_summaries/employment_and_social_policy/employment_rights_and_work_organisation/c10416_en.htm