

László Vértesy

Part-time Jobs: Navigating State Regulations and Policies

Gazdaságelemző Intézet
Institute of Economic Analysis
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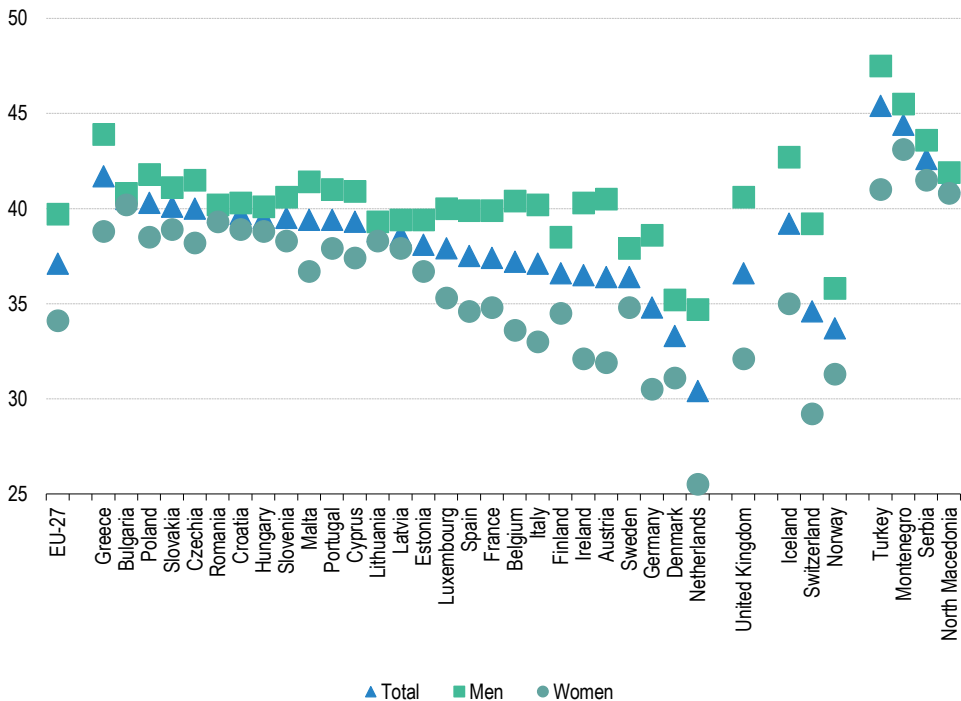
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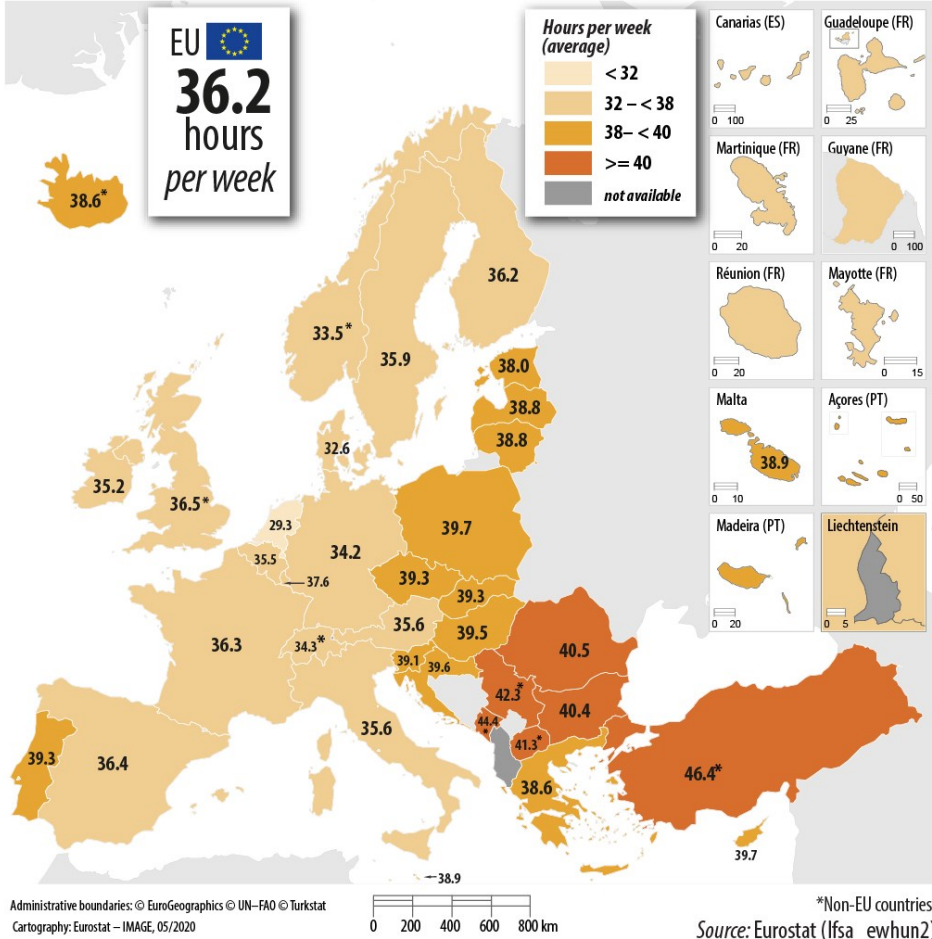
Nowadays, part-time work is more and more common. Its extent is already significant in many countries of the developed world, and in Hungary - similarly to other former socialist countries - it is now starting to spread. Necessity, i.e. globalisation and the labour shortage - let us ignore the extreme viral times - will also strengthen its more frequent application, as we will discuss in more detail later. In this study, we do not discuss the forms of short-time employment that are caused by the temporary economic problems of some sectors and companies (reduction in the number of shifts, introduction of a four-day work week instead of a five-day work week, etc.). Those with less than 40 hours per week (e.g. 35 hours/week in France) are also excluded from our analysis.

Usual working hours of employees by gender and country



Source: Eurostat (2020): Hours of work - annual statistics

Average number of usual hours of work of employees EU-27, UK, EFTA and candidate countries (2019)



ec.europa.eu/eurostat

If only employees are considered, the average working week in the EU at the primary workplace in 2019 corresponds to 36.2 hours. Male employees worked an average of 4.9 hours more per week than female employees: men generally worked an average of 38.6 hours per week, and female employees 33.7 hours per week. At the national level, the average working week was the longest in Romania and Bulgaria, with 40.5 and 40.4 hours, respectively. In all other EU-27 countries, the working week was less than 40 hours. Em-

employees in the Netherlands had by far the shortest work week, with an average work week of 29.3 hours. Overall, it can be said that countries in the western and northern parts of Europe mainly work between 32 and barely 38 hours per week, with Portuguese employees working 39.3 hours per week as an exception. Most EU member states on the eastern side of Europe fell in the same range as Portugal, with Estonia at one end of the scale (38.0 hours) and Poland and Cyprus at the other (both 39.7 hours). Outside the EU, the average working week of employees in the four candidate countries was longer than 40 hours: in North Macedonia (41.3 hours per week), Serbia (42.3 hours), Montenegro (44.4 hours) and Turkey (46.4 hours). Among the EFTA countries, workers in Norway and Switzerland worked an average of 33.5 and 34.3 hours per week, respectively, while Icelanders worked 38.6 hours per week. Employees in the UK reported an average of 36.5 working hours per week.¹

¹ Piasna, A. (2018). Scheduled to work hard: The relationship between non-standard working hours and work intensity among European workers (2005–2015). *Human Resource Management Journal*, 28(1), 167-181.

1. Conceptual clarifications

Non-standard employment forms are any arrangements that deviate from the traditional full-time, permanent employment relationship. These arrangements can be broadly categorised into three groups:

- **Casual employment** is characterised by short-term, flexible work arrangements. Workers are not guaranteed a regular schedule of hours or employment, and they may be required to work on an as-needed basis.
- **Temporary employment** is similar to casual employment, but workers are typically employed for a specified period of time. This type of employment is often used to fill in for absent employees or to provide temporary staffing for specific projects.
- **Independent contractors** are self-employed individuals who provide services to businesses or individuals. They are not considered employees of the company they work for, and they are responsible for their own taxes, benefits, and other expenses.

The non-standard forms of employment refer to alternative work arrangements that deviate from the traditional full-time, permanent model. These arrangements often provide flexibility for both employers and workers. Here are some main types of non-standard forms of employment:

Non-standard forms of employment

Part-Time Employment	Employees work fewer hours than the standard full-time schedule, allowing for greater flexibility and work-life balance.
Temporary or Fixed-Term Employment	Workers are employed for a specified period, often to meet temporary needs or complete specific projects.
Freelance and Gig Work	Individuals work on a project-by-project basis as freelancers or participate in gig economy platforms where they take on short-term tasks or jobs.
Zero-Hour Contracts	Workers are not guaranteed a minimum number of hours and are only called in as needed by the employer. This type of arrangement is prevalent in industries with variable workloads.

Agency Work	Individuals are employed by staffing agencies and assigned to work for different client companies based on demand.
Seasonal Employment	Workers are employed during specific seasons when there is an increased demand for certain products or services, such as holiday retail or agricultural harvesting.
Job Sharing	Two or more employees share the responsibilities and hours of a full-time position, allowing for more flexible scheduling.
Fixed-Part-Time Employment	Employees work a consistent number of hours each week but do not have the same benefits or job security as full-time permanent employees.
On-Call Employment	Workers are available to work when needed but are not guaranteed a fixed schedule. This is common in industries where demand can vary.
Telecommuting or Remote Work	Employees work from locations outside the traditional office, often from home or other remote locations, utilising technology to perform their duties.
Flexible Hours	Employees can set their work hours within certain parameters, allowing for better alignment with personal schedules.
Casual Employment	Workers are engaged on a casual basis and may not have regular or guaranteed hours. This is common in industries where labour needs fluctuate.
Freelance Platforms and Online Marketplaces	Individuals offer their skills and services on online platforms, connecting with clients and completing projects on a freelance basis.
Self-Employment and Entrepreneurship	Individuals operate their own businesses, providing goods or services independently, without traditional employment arrangements.

Source: own compilation

What is a part-time job? Shorter than the general, so-called regular employment, which not so long ago was 48 hours a week, i.e. Saturday was also a working day, later it became 44 hours with half days on Saturday, currently 40 hours a week, otherwise 8 hours of work a day, five times a week. What is different from the normal is what the profession calls atypical employment, the classic form of which is simplified employment, student work, temporary work, remote work (as the virus intensified, home office, i.e. the home version of this), and finally, but not least, our topic: part-time work. Their common feature is that they are all rampant, albeit to different degrees.

To discuss the concept of part-time work, we use the relevant 1997 EU directive. The Council Directive 97/81/EC concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and ETUC included as one of its objectives

- eliminate discrimination against part-time workers and improve the quality of part-time work;
- to promote the development of part-time work on a voluntary basis and to contribute to the flexible organisation of working time in a way that takes account of the needs of employers and workers.

In the application of the agreement, the term '**part-time worker**' refers to an employee whose regular hours of work, calculated on a weekly basis or on average over a period of employment of up to one year, are less than the normal hours of work of a comparable full-time worker.² The **principle of non-discrimination** can be interpreted from two directions:

- Concerning employment conditions, part-time employees may not receive less favourable treatment than comparable full-time employees simply because they work part-time unless the different treatment can be justified on an objective basis.

² Comparable, complete during working hours employed employee: such complete during working hours employed employee who _ at the same company works, the same with an employment contract obsession employment relationship has, and who it's the same obsession similar work / activity performs, considering taking the other it's like that aspects, as in the case of the enterprise spent time and professional / practical _ knowledges. Where there is none comparable, complete during working hours employed employee, there the comparison the guiding collective to a contract, or of this in the absence of the national to laws, collective agreements or for practice by with reference are carried out.

- Where appropriate, the principle of time proportionality (*pro rata temporis*) must be applied.

Where possible, **employers should consider** the following:

- the employee's request to be transferred from full-time employment to part-time employment, if this is possible at the company;
- the employee's request to be transferred from part-time employment to full-time employment in order to increase his working hours if such an opportunity arises;
- timely publication of available part-time and full-time jobs in the enterprise in order to facilitate the transition from full-time employment to part-time employment and vice versa;
- measures to promote part-time employment at all levels of the enterprise, including employee and managerial positions, and, where appropriate, facilitate access to vocational training for part-time workers in order to improve their advancement opportunities and employment mobility;
- providing employee representative bodies with adequate information about part-time work in the company.

In principle, part-time employment has no limit on the number of hours, so it can even be 1-2 hours per week. Moreover, although the minimum number of hours is not defined, it is already regulated that a maximum of 12 hours can be worked in a day. In terms of salary, wages are proportional to the hours worked. For example, if someone works for 6 hours, they must receive at least the proportional part of the minimum wage (HUF 149,500 gross), i.e. HUF 112,125. Essential: a part-time job is not the same as shorter full-time employment, since in the latter case, the employee does not receive proportionally less, but the same wage as full-time.

During **statistical sampling**, the distinction between full-time and part-time employment is usually based on the respondents' spontaneous answers. The main exceptions are the Netherlands and Iceland, where the 35-hour threshold is applied; Sweden, where a working time threshold is applied to the self-employed; and Norway, where employees working 32-36 hours are asked whether they are full-time or part-time.

The employer may only employ part-time workers if this is agreed upon in writing in an employment contract with the employee. The agreement may include working hours by specifying daily, weekly or monthly

working hours. In the case of employment within a working time frame, however, according to the basic rules, the shortest working time cannot be shorter than four hours a day, and this can be deviated from in the case of part-time employment, but only if the parties expressly agree on this, i.e. the deviation must be recorded in the employment contract. The requirement of equal treatment must also be maintained, which means that an employee cannot be excluded from any employer benefits provided to other employees because the employer employs him "only" part-time.

Full vs. Part-time job

		How long will the job last for?		
		The job is yours until you leave, or get made redundant	The job is yours, but the end-date is agreed at the start	You only work when there's work – it's not guaranteed
How many hours per week, on average?	More than 30 hours	Full time, permanent A very common type of job.	Full time, temporary Also very common, especially for projects	Full time, casual Not so common. Some countries have laws about this
	Less than 30 hours	Part time, permanent Usually happen when someone who was full-time cuts their hours	Part time, temporary Sometimes projects need specialists, but don't have very much work for them	Part time, casual Very common, especially in "staff-wanted" jobs

© www.staff-wanted.net

Source: <https://www.staff-wanted.net/2019/09/difference-permanent-temporary-casual-fulltime-parttime-job-contract-types.html>

The distinction between "permanent" and "full-time" jobs is often misunderstood. To clarify, one needs to consider two key questions: How long will the job last, and how many hours per week on average are worked? Permanent jobs have no expected end date, providing continuous employment. Temporary or fixed-term jobs have a predetermined end date, such as covering for a colleague on leave or project-based roles. Casual jobs involve irregular hours with no guaranteed weekly work and are often associated with zero-hour contracts.³

³ Dunn, M. (2018). Who chooses part-time work and why. *Monthly Lab. Rev.*, 141, 1.

Full-time jobs involve working a set number of hours each week, usually 30 or more, providing job stability. Part-time jobs require fewer hours each week, allowing flexibility for other commitments, such as studying or working multiple jobs. Casual jobs may have varying weekly hours without a guaranteed minimum.

Real-life situations, with job-sharing arrangements, shifts, and varying hours, can be complex. In such cases, the average over three months is considered to determine whether a job is full-time or part-time. Complications also arise from shifts and patterns, such as working days and nights alternately or having variable weekly hours, classified as shift work. Some individuals define full-time as working for one employer and part-time as having multiple jobs, regardless of the hours worked at each place. This perspective is based on the notion that a full-time job occupies one entirely, while a part-time job allows for other activities. Ultimately, the choice between full-time and part-time employment depends on individual preferences and life stages, with considerations such as stability, flexibility, and time for other pursuits influencing the decision.

1.1. Part-time job pros and cons

Part-time jobs come with their own set of advantages and disadvantages. It is essential to consider these factors when deciding whether a part-time job fits an individual. Here is a table summarising the advantages and disadvantages of part-time jobs.

Among the advantages is that part-time jobs offer flexibility in work hours, making them suitable for individuals with other commitments such as education, family responsibilities, or pursuing other interests. It can contribute to a better work-life balance, allowing individuals more time for personal activities, hobbies, or relaxation. These positions often provide opportunities to develop and enhance specific skills, making it a valuable experience for personal and professional growth. Part-time jobs can serve as an entry point into the job market, allowing individuals to gain work experience and build a professional network.⁴ With fewer working hours, part-time employees

⁴ Gascoigne, C., & Kelliher, C. (2018). The transition to part-time: How professionals negotiate 'reduced time and workload' deals and craft their jobs. *Human Relations*, 71(1), 103-125.

may experience less workplace stress compared to their full-time counterparts.

Advantages and Disadvantages of Part-Time Jobs

Aspect	Advantages	Disadvantages
Flexibility	Flexible work hours	Inconsistent schedules
Work-Life Balance	Improved work-life balance	Limited income
Skill Development	Opportunities for skill development	Limited benefits
Entry into Job Market	An entry point into the job market	Career advancement challenges
Reduced Stress	Lower workplace stress	Job insecurity
Limited Income		Potential for overwork
Limited Benefits		Limited employee benefits (health insurance, retirement)
Career Advancement		Limited opportunities for career advancement

Source: own compilation

Part-time jobs generally come with lower income than full-time positions, which can disadvantage those who rely on a steady and higher income. Part-time employees may receive limited or no benefits such as health insurance, retirement plans, or paid time off, which can impact overall compensation and job security. Career advancement opportunities may be limited for part-time employees, as they may have fewer chances to take on leadership roles or engage in long-term projects. Part-time schedules may be inconsistent, making planning regular activities or having a predictable routine challenging. Part-time positions may be more susceptible to changes in economic conditions, leading to job insecurity or potential fluctuations in working hours. Part-time workers may not be entitled to the same employee benefits as full-time employees, such as health insurance, retirement plans, or educational assistance. Part-time employees may sometimes take on additional responsibilities or work beyond their scheduled hours, leading to potential overwork without the corresponding benefits.

1.2. Voluntary and involuntary part-time job

Voluntary and involuntary part-time jobs refer to the circumstances under which individuals choose or are compelled to work part-time hours.

Voluntary and involuntary part-time job

Aspect	Voluntary	Involuntary
Definition	Individuals choose to work fewer hours willingly.	Individuals are compelled to work fewer hours due to external factors.
Reasons for Part-Time Work	- Work-life balance	- Economic downturns
	- Pursuing education	- Employer decisions (cost-cutting, restructuring)
	- Childcare responsibilities	- Lack of full-time opportunities
	- Phased retirement	
Characteristics	- Individuals have control over their work hours.	- Individuals desire full-time work but are unable to secure it.
	- Often sought for the flexibility it provides.	- Reduction in hours may be temporary or extended.
Examples	- Working parents choosing reduced hours for family balance.	- Employees experiencing reduced hours due to company restructuring.
	- Individuals pursuing part-time education while working.	- Workers are experiencing reduced hours during an economic recession.

Source: own compilation

Voluntary part-time jobs occur when individuals willingly choose to work fewer hours than a standard full-time schedule. This decision is often driven by personal preferences, lifestyle choices, or specific circumstances that make part-time work more suitable for the individual. For reasons for Voluntary Part-Time Work, the individuals may opt for part-time work to better balance their professional and personal lives. Students or individuals pursuing further education may choose part-time work to accommodate their academic commitments. Parents with childcare responsibilities may prefer part-time employment to balance work and family obligations. Some individuals nearing retirement may choose part-time work as a gradual transition into retirement. Typically, individuals in voluntary part-time positions have

control over their work hours and the decision to maintain part-time status. These jobs are often sought after for the flexibility they provide.

Involuntary part-time jobs occur when individuals are compelled to work fewer hours than they desire due to external factors beyond their control. Economic conditions, employer decisions, or other external constraints often drive this situation. Among the reasons for involuntary part-time work, employers may reduce employees' hours during economic recessions or downturns to cut costs. Companies may implement part-time schedules due to changes in demand, budget constraints, or restructuring. Some individuals may be unable to secure full-time employment and must accept part-time roles. Individuals in involuntary part-time positions often desire full-time work but are unable to secure such opportunities. The reduction in hours may be temporary or extended, depending on the reasons for the involuntary status. Almost without exception, involuntary temporary and involuntary part-time workers' experiences of their job quality are weaker with respect to core job quality indicators studied in this paper, such as training possibilities, participation in employer-funded training, career possibilities, possibilities to learn and grow at work, job insecurity, and job autonomy.⁵

1.3. Part-time job and job sharing

A part-time job and job sharing are alternative work arrangements that offer flexibility but differ in schedule and the number of individuals involved.

If the employer has a position in which the ability to perform the tasks is not hindered by the shorter daily working hours or the fact that several people are employed to perform the same task, then either at the request of the employee(s) or for the purpose of cost optimisation, it may be advisable for the employer to use **part-time job**. It is not yet common in Hungary, but organisational consulting companies are already dealing with it. In a **part-time job**, an employee works fewer hours than a full-time employee, often less than 30-35 hours per week. The schedule may be fixed or variable, depending on the employer's needs and the employee's availability. Part-time employees typically have defined responsibilities and may perform specific tasks within a department or team. Part-time employees may or may not receive the same benefits as full-time employees, such as healthcare, retirement

⁵ Kauhanen, M., & Nätti, J. (2015). Involuntary temporary and part-time work, job quality and well-being at work. *Social Indicators Research*, 120, 783-799.

plans, or paid time off. This varies by employer. Part-time roles offer flexibility, making them suitable for individuals with other commitments, such as students, parents, or those pursuing additional interests.

The following table summarises the key differences between part-time jobs and job sharing across various aspects.

Part-time job vs. Job sharing

Aspect	Part-Time Job	Job Sharing
Hours of Work	Fewer than full-time (often <30-35 hours/week)	Two or more individuals share a full-time position
Responsibilities	Defined set of responsibilities	A collaborative effort to cover the full workload
Benefits	Benefits may vary (healthcare, retirement, etc.)	Benefits may be pro-rated based on individual hours
Flexibility	Flexible schedule, suitable for various commitments	Provides flexibility with a collaborative work structure
Collaboration	Limited collaboration with other part-time workers	Requires close collaboration and communication
Consistency	Consistency may vary based on employer policies	Aims for consistency with coordinated task handovers
Transition	Transitions may be independent	Requires effective transitions between job sharers

Source: own compilation

A hybrid solution, i.e. the so-called **job sharing** solution, where one, typically 8-hour position is filled by two or more employees so that they share the times of the day and/or the days of the week between them. From the point of view of our topic, however, it clearly belongs here, even if its Hungarian practice is marginal. Job sharing involves a higher level of collaboration and communication between individuals, as they need to coordinate their efforts to ensure a seamless workflow. In a part-time job, consistency in responsibilities and schedule may vary depending on the employer. Job sharing aims to maintain consistency by having multiple individuals cover the same role. Transitioning between tasks and responsibilities may be smoother in job sharing, as there is a direct handover between the individuals sharing the position. In **job sharing**, two or more employees share the responsibilities of a single full-time position. Each employee typically works part-time, but together, they cover the full workload of the position. Job shar-

ers collaborate closely to ensure a smooth transition of tasks and responsibilities. Communication and coordination are key in job-sharing arrangements. Similar to part-time roles, the benefits of job sharing depend on the employer's policies. Each job sharer may receive benefits pro-rated based on their individual hours. Job sharing provides flexibility to individuals who want to maintain a part-time schedule while still contributing to a full-time position. It's a collaborative arrangement that requires effective communication and coordination between job sharers.

Job sharing involves a higher level of collaboration and communication between individuals, as they need to coordinate their efforts to ensure a seamless workflow. In a part-time job, consistency in responsibilities and schedule may vary depending on the employer. Job sharing aims to maintain consistency by having multiple individuals cover the same role. Transitioning between tasks and responsibilities may be smoother in job sharing, as there is a direct handover between the individuals sharing the position.

Officially, i.e. legally, the employer can only employ part-time workers if it is agreed in writing with the employee - similar to the "regular version" in the employment contract. The document may contain working hours broken down by daily, weekly or monthly working hours. By definition, its duration is shorter than 40 hours per week or 8 hours per day, but the minimum is not limited; it can be half an hour per day, 2-3 hours per week or even 10 hours per month. Currently, the most common version for us is 4 or 6 hours of employment per day.

People are entitled to part-time wages on a time-proportion basis if the entitlement is related to the amount of working time. If the contract is about hourly wages, they are entitled to a salary proportional to their daily, weekly, or monthly working hours, and the wage must be determined accordingly in the employment contract. It is also possible to link wages to performance, and partial performance can also be measured, but this usually causes problems, and therefore, with few exceptions, they are reluctant to choose it.

The same rationing applies to employer benefits (cafeteria, SZÉP card, etc.) based on the principle of equal treatment. The rules of the minimum wage, i.e. the minimum mandatory wage, must be applied here as well, proportionally by definition, i.e. as the minimum wage, the employee must receive at least a part of the minimum wage proportional to the part-time work. The Labour Code covers these in detail. In our opinion, the legal regulation of part-time work is good and meets the challenges of the age. At the same

time, the mass practical application is still waiting for itself, but this has more socio-economic reasons (custom, tradition), as we will see later.

1.4. Part-time work and short-time work

Part-time work is not the same as short-time work. Foreign languages also distinguish this, short time working, Kurzarbeit, lavoro in breve durata, trabajo de curta duración; versus reduced working hours, part-time, a Teilzeitarbeit, a lavoro di part-time, a medio tiempo trabajo. Among the languages known in Hungary, Russian is probably the best way to express this: kratkovremennaja rabota and nyepolnjij rabocsij gyeny, i.e. short-time work and not a full working day. Here is a table representation for the comparison between part-time work and short-time work:

Part-Time Work vs. Short-Time Work

Aspect	Part-Time Work	Short-Time Work
Hours of Work	Fewer than full-time (often <30-35 hours/week)	Temporary reduction in the working hours of full-time employees
Responsibilities	Defined set of responsibilities	Responsibilities may remain largely the same during reduced hours
Benefits	Benefits may vary (healthcare, retirement, etc.)	Benefits may be adjusted based on pro-rated reduced hours
Flexibility	Provides flexibility for individuals	Flexible response for organisations dealing with temporary challenges
Duration	Ongoing arrangement	Temporary measure in response to specific circumstances
Purpose	Personal flexibility	Addressing economic challenges or fluctuations in demand
Benefits Impact	May or may not impact benefits significantly	May result in adjustments to pro-rated benefits
Flexibility Nature	Voluntary arrangement	Employer-initiated measure

Source: own compilation

The difference is that part-time work is a reduced part of standard working time with proportionate wage payment and benefits, while reduced working time is typically the result of coercion, with disproportionate perfor-

mance and disproportionate benefits.⁶ Example: for Germans, during the current pandemic period, the *Kurzgeld* (short money) is 70% of the previous full salary from the fourth month and 80% from the seventh month, and in some cases, it only means 2-4 hours of work per day. During the spread of the COVID-19 virus, these latter formations can be especially experienced in the most affected sectors (tourism, catering, etc.) in almost all developed countries.

The **palette of flexible employment** is broad: by definition, it is the richest among the self-employed, but there is relatively much freedom when working at home, and little can be said about fixed-term contracts. It is clear from this that its primary user is the small and medium-sized enterprise sector (SME), including micro-enterprises (companies with less than 5 employees).

1.5. The spread of part-time employment

Why is part-time employment trendy? The pressure is there from both sides. On the one hand, there is less and less free labour, and furthermore, even in this viral time, employers in many professions are struggling with a shortage of people, and applying this can be a solution in several sectors. There is also a need for this from the employee's side since many people have lifestyles, forced situations, etc. that do not allow going to work 8 hours a day, so part-time employment is the most obvious solution for them, even if they want to earn money. Furthermore, life brings with it that the two meet more and more.

On the employers' side, the **service sector** is the leading recruitment source, as in many areas it is impossible to replace human labour or make it more productive. Nevertheless, they are needed in construction, agriculture, etc. This is the last large pool of people that can be brought into the labour market where they are not considering using foreign labour.

The following table provides a comprehensive overview of considerations for part-time jobs across various categories. Individual preferences and circumstances may vary within each category, and employers should strive to create inclusive and accommodating workplaces.

⁶ Tilly, C. (2016). Short hours, short shrift: The causes and consequences of part-time employment. In *New policies for the part-time and contingent workforce* (pp. 15-44). Routledge.

The five main part-time employees

Aspect	Students	Retired People	New/Young Mothers	Disabled People	People with Low Education
Flexibility	Often need flexible hours for class schedules	May seek flexibility in work hours during retirement	Need flexibility to accommodate child-care and family responsibilities	Require flexible work arrangements to accommodate health needs	Seek roles that offer entry-level opportunities and flexibility
Skill Development	Seek opportunities for skill development	Leverage skills and experience gained throughout their career	Look for roles that allow for skill maintenance and professional growth	Seek roles aligned with skills and abilities, considering physical limitations	Value employers who offer training and development opportunities
Income Supplement	Use part-time jobs to supplement education-related expenses	May seek part-time work for additional income in retirement	Use part-time work as a source of income while balancing family needs	Use part-time work as a source of income while accommodating health needs	Rely on part-time work as a source of income with potential for career progression
Career Alignment	Prefer part-time roles aligned with future career goals	Seek roles that leverage skills and experience from their career	May prioritise part-time work that aligns with long-term career goals	Seek roles aligned with skills and abilities, considering potential limitations	May look for roles that provide entry-level opportunities and potential career growth
Work-Life Balance	Balance work commitments with academic responsibilities	Prioritise work arrangements that allow for a balanced lifestyle in retirement	Prioritise work arrangements that allow for a work-life balance with family	Prioritise work arrangements that accommodate health needs and personal life	Prioritise roles that offer a balance between work and personal life

Aspect	Students	Retired People	New/Young Mothers	Disabled People	People with Low Education
Childcare Support	Not typically applicable	Not typically applicable	May seek employers offering childcare support or benefits	May value opportunities for remote work to overcome physical challenges	Not typically applicable
Remote Work Options	Depends on the nature of the work and educational requirements	May value opportunities for remote work during retirement	May value opportunities for remote work to balance parenting responsibilities	May prefer opportunities for remote work to accommodate health needs	May value opportunities for remote work or practical, hands-on roles
Accessible Workplaces	Not typically applicable	May prefer workplaces with accessibility features	Not typically applicable	Seek workplaces with accessibility features and accommodations	May prefer practical, hands-on roles with minimal formal education requirements
Inclusive Employers	Value-inclusive employers and diversity in the workplace	Value employers with a commitment to inclusivity	Value-inclusive employers and support for work-family balance	Seek inclusive employers with a commitment to diversity and accessibility	Value employers who provide opportunities for those with lower education
Skills and Abilities	Seek roles that align with educational and career goals	Leverage skills and experience from their career	Seek roles that allow for the maintenance of professional skills	Seek roles aligned with skills and abilities, considering potential limitations	Seek roles that match available skills and offer potential for growth

Source: own compilation

On the employee side, **three groups** in particular are dominant in our theme: students, pensioners and young mothers. We know of countries where **student work** is almost universal (e.g. United States, morning paper delivery, etc.) In Hungary, student cooperatives and school cooperatives are also spreading, helping students find jobs in institutions, from finding a place to finding a job to monitoring their progress. This has become particularly popular (or forced) among university students in fee-paying courses, who can finance their entire week's expenses with a weekend job. **Retired people**, including those who have recently retired, also have great potential, most of whom are forced to work not so much because they are looking for a job but because they have a modest monthly income. As with students, there is a typical group: young retirees, especially those who have retired with an early retirement pension or are in good health. Mortality and morbidity rates are improving worldwide, and it is not uncommon to hear talk of working up to (or beyond) the age of 70. In fact, in many countries, the story is already that they should have part-time and full-time employment, with the retirement age being raised to 70 (Scandinavian countries, Japan, etc.). The third plunge is the specific situation of **pregnant women or new or young mothers**. Their child(ren) is/are typically in nursery or kindergarten, so working 4-6 hours a day in between is almost an option (of course, only if needed).

In addition to the three large groups mentioned, there are also **two smaller potential groups**: one is **disabled people with altered workability**, and the other is **people with low education**. The employer sector no longer likes them, but with sensible rehabilitation support and jobs that do not require specialist knowledge, we can give them a place or replace them with less efficient public work. Market conditions are already distorted here, so state intervention is essential.

It is also no coincidence that the spread of part-time employment is accelerated by **globalisation**, as a result of which increasing competition between the more developed and developing world economic regions and countries forces many European countries to give up more and more of the rules that make labour more expensive and stiffen the labour market, on the one hand, and on the other hand, companies apply employment solutions that reduce labour costs and are more flexible than before.

The impact of globalisation is further supplemented by the fact that **the economy in many regions of the world is declining, stagnating, or barely developing, which is** intensifying the competition between different sectors and companies. The narrower a country's market becomes, the greater the

fight for a piece of it. In this situation, the two basic parameters of competitiveness are price and quality. Both characteristics are closely related to the company's personnel policy and work organisation. In the increasingly strong market competition, the compulsion to modernise the work organisation grows stronger, and the effect of labour costs (reduction of labour costs) takes priority, which is accompanied by an increase in the proportion of flexible working hours and flexible forms of employment, along with the reduction of traditional working hours and classic forms of employment. On the other hand, the spread of part-time employment is greatly influenced by the increasingly dominant service sector, which is associated with changes in employment rates. In the countries of the European Union, already in the second half of the 1990s, on average, almost 70 % of the job seekers worked in services, and today it is already three quarters. The rise of the service sector and the sales activity compared to production is accompanied by an increase in the share of work and working time organisation solutions that are better adapted to the fluctuations of consumer demands.

Part-time jobs come in a wide variety of forms, each with its own unique characteristics and requirements. This table show the main types of part-time jobs:

Retail and Hospitality	<p>Retail Sales Associate: Assist customers with product selection, answer questions, process payments, and maintain store displays.</p> <p>Restaurant Server: Take orders, serve meals, handle payments, and provide friendly customer service.</p> <p>Barista: Prepare and serve coffee and other beverages, fulfil customer requests, and maintain cleanliness in the café or coffee shop.</p> <p>Cashier: Process customer payments, handle cash and credit card transactions, and maintain accurate records.</p> <p>Valet Parking Attendant: Assist customers with parking their vehicles, collect and deliver keys, and ensure the safety and security of vehicles.</p>
Service Industry	<p>Personal Care Assistant: Provide assistance with daily living activities, such as dressing, bathing, and meal preparation, for individuals with physical or cognitive limitations.</p> <p>Dog Walker or Pet Sitter: Walk dogs, provide pet care and playtime, and ensure the well-being of pets while their owners are away.</p> <p>Babysitter or Nanny: Care for children of various ages, provide supervision, playtime, and educational activities.</p> <p>Housekeeping or Cleaning Aide: Clean and maintain homes, offices, or other facilities, including dusting, vacuuming, cleaning bathrooms, and changing linens.</p> <p>Laundry Attendant or Dry Cleaner: Wash, dry, fold, and press clothes, maintain laundry facilities, and handle customer interactions.</p>

Education and Child-care	<p>Tutor: Provide academic instruction and support to students of various ages, in subjects such as math, science, language arts, and other subjects.</p> <p>Teaching Assistant: Assist teachers in classrooms, prepare materials, manage student activities, and provide individualised support to students.</p> <p>Preschool or Daycare Teacher: Care for and educate young children, plan and implement engaging activities, and foster a nurturing learning environment.</p> <p>Library Assistant: Assist library patrons with finding information, checking out and return books, and manage library materials.</p> <p>After-School Care Provider: Supervise and provide activities for children after school hours, ensuring their safety and well-being.</p>
Creative and IT	<p>Social Media Manager or Specialist: Manage social media accounts, create and share engaging content, and analyse social media performance.</p> <p>Web Designer or Developer: Design and develop websites, maintain web platforms, and ensure websites are user-friendly and visually appealing.</p> <p>Graphic Designer: Create visual content such as logos, brochures, presentations, and marketing materials.</p> <p>Freelance Writer: Write articles, blog posts, website content, and other types of content for clients.</p> <p>Data Entry Clerk: Enter and maintain data in spreadsheets, databases, or other digital systems.</p>
Delivery and Transportation	<p>Food Delivery Driver: Deliver food orders from restaurants to customers, using delivery platforms like DoorDash, Uber Eats, or Grubhub.</p> <p>Package Delivery Driver: Deliver packages and mail from distribution centres to businesses and homes, utilising vehicles like vans or trucks.</p> <p>Rideshare Driver: Provide transportation services to passengers using ride-hailing apps like Uber or Lyft.</p> <p>Courier or Messenger: Deliver documents, packages, or other items across town or within a specific area.</p> <p>Delivery Driver for Grocery Stores or Pharmacies: Deliver groceries or pharmacy items to customers' homes.</p>

Source: own compilation

2. Hungary - snapshot

If we want to describe it with a single adjective: **insignificant**. The reason is also clear: from the subjugation period, the Hungarians as a class had four decades that treated the concept and realisation of work in a unique way. To illustrate, an image typical of the era, which otherwise had nothing to do with reality:

The main entrance of the closed alumina factory



"For us, work is a matter of honour and glory."

Source: <https://keptar.oszk.hu/html/kepodal/normal.phtml?kep=/032400/032472/Al-masfuzito.jpg&id=32472>

The work still exists today, at least when this study was written (the author saw it last week); it is still standing, although the windows of the building are broken, there has been no work for decades, and - as is customary - what could be taken was taken. No one needed the inscription, even though it is a typical work of social realism. The so-called age of full employment did not require the spread of flexible versions but specifically inhibited it. This was the case in all countries of the Soviet sphere of influence.

The system change did not bring about change in this area either. Although the former state-owned enterprises were formally transformed and changed owners, their productivity and efficiency did not grow at such a pace. What could it have been? In addition to the lack of capital, the majority of the new owners were the leading people of the old course; how could they

have had such a change of attitude to prioritise the issue of part-time work? The disappearing and ruining sectors shed tens of thousands of workers who could not find jobs in the new situation. This is primarily the reason why the proportion of part-time workers in the former EU countries is well over 20%, and well below 10% in those that joined in 2004 or later.

2.1. Labour market

Currently, there are 4.5 million workers in Hungary (year-end 2019, 2020 data: 4,520,000 people).⁷ Of these, 4 million people are employed (4,023,000 people). In 2019, the employment rate of the population aged 15–64 was 70.1%, 0.9 percentage points higher than the previous year. The employment of young people aged 15–24 decreased by 0.5 percentage points to 28.5%, while that of those over 55 increased significantly. In 2019, the contribution payment changes positively affected the employment of pensioners. In the case of employment, they only have to pay the 15 % personal income tax; they are exempt from paying other contributions. Hungary has reached its 75 % employment goal for the 20-64-year-old population set in the Europe 2020 strategy. The 83.1% employment rate of men in this age group also significantly exceeded that of women, 67.6 % of whom were employed in 2019. The state-municipality share is also known: 786,000 people work in budget institutions, and together with about 600 state-owned companies,⁸ the total public sector staff can be around one million people (for example, MÁV: 17,800; Volán: 19,000; Posta: 28,000).⁹ It is difficult to determine the exact number of employees, on the one hand, because the state apparatus has been turned upside down since 2010, and the statistics have been reclassified in various ways, and on the other hand because the KSH classifies the employees of state companies as employees of the competitive sector. What is more, in addition to this, even public employment, which has been launched in the meantime, interferes with the picture.

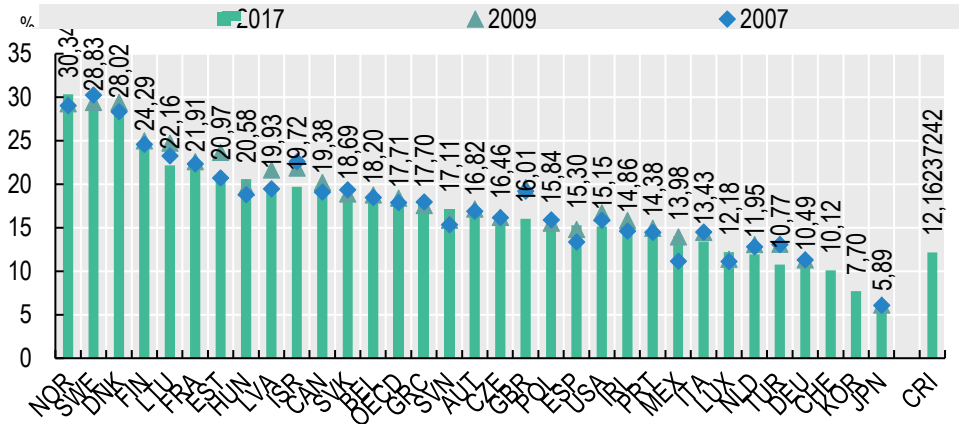
⁷ KSH (2020): Munkaerőpiaci folyamatok, 2019. I–IV. negyedév

⁸ IMF: A lot bigger role can be transferred the state the crisis for companies in treatment . novekedes.hu (May 11, 2020)

In our country since 2010 increased state engagement and strategic sectors it's real again appearance result that _ the state actually being companies number for today approaching 600 – this was announced by Andrea Bártfai-Mager, Minister without portfolio for the management of national assets, in February.

⁹ Rigó Anita: Miután felhizlalta, karcsúsítani fogja a közszférát a kormány. G7 (2018. augusztus 9.)

Government employment as a percentage of total employment



Source: OECD (2019): Government at a Glance 2019. 3.1. Employment in general government as a percentage of total employment, 2007, 2009 and 2017. <https://doi.org/10.1787/888934031997>

In any case, based on OECD data, the Hungarian public sector has really outgrown itself. In 2017, the state provided work to 20.6% of all employed persons, which is 2.9 percentage points higher than the OECD average (17.7%), and this increase was the second highest among member countries this year. In Germany, for example, the proportion of state employees is only 10.5 %.

According to the data of the second quarter of 2020 of the KSH, the number of people employed part-time in the 15-74 age group is 284,000, of which 185,000 are women, and 99,000 are men. This number is very small, even if we know that in the part-time world, there are many times more undeclared work than in the 8-hour-a-day world.¹⁰ We have no statistics on this; we can only estimate its level, but it is certain that it is several times the legal amount. It is not practical to announce a 2-4 hour tutoring session a week or mow the lawn once or twice a month. In addition, the state also helps with copying since it has been unsolved for decades, e.g. most forms of home care, even though it could be cleaned at least part-time, and efforts - in some cases even 24 hours a day - could be partially recognised. In Hungary, the low rate

¹⁰ Kispeter, E. (2018). The economic crisis and women's part-time work in Hungary. *Global Women's Work: Perspectives on Gender and Work in the Global Economy*, 319-335.

of part-time employment has hardly changed for decades; in 2009, 3.9 % of men and 7.5 % of women worked part-time, compared to 8.3 % and 31.5 % of the 27 EU member states, respectively. Currently, i.e. 10 years later, the situation is almost the same, even though there was general economic development.

Number of employed people according to their part-time or full-time occupation, by gender [thousands of people]

Year	Part-time				Full time			Total number of employees
	man	woman	together	ratio	man	woman	together	
2000	62.3	89.4	151.7	3.9%	2,043.6	1,660.9	3,704.5	3,856.2
2001	63.7	89.0	152.7	3.9%	2,049.9	1,665.7	3,715.6	3,868.3
2002	62.3	89.0	151.3	3.9%	2,050.3	1,669.0	3,719.3	3,870.6
2003	67.9	108.2	176.1	4.5%	2,058.6	1,687.2	3,745.8	3,921.9
2004	66.9	105.0	171.9	4.4%	2,050.4	1,678.1	3,728.5	3,900.4
2005	56.3	103.7	160.0	4.1%	2,059.8	1,681.7	3,741.5	3,901.5
2006	55.8	99.3	155.1	3.9%	2,082.8	1,690.5	3,773.3	3,928.4
2007	59.6	102.7	162.3	4.2%	2,069.7	1,670.0	3,739.6	3,902.0
2008	70.5	110.2	180.7	4.7%	2 023.2	1,644.5	3,667.6	3,848.3
2009	79.9	127.9	207.8	5.5%	1 945.1	1,594.9	3,540.0	3,747.8
2010	79.0	140.8	219.8	5.9%	1,913.5	1,599.0	3,512.6	3,732.4
2011	97.1	158.6	255.8	6.8%	1,923.9	1,579.4	3 503.3	3,759.0
2012	96.6	174.1	270.7	7.1%	1,952.3	1,604.3	3,556.5	3,827.2
2013	95.5	167.5	262.9	6.8%	2 008.3	1,621.5	3,629.8	3,892.8
2014	99.4	162.3	261.6	6.4%	2 113.1	1 710.4	3,823.5	4 100.8
2015	99.4	155.0	254.3	6.0%	2 180.6	1,768.8	3,949.4	4,210.5
2016	83.3	144.8	228.1	5.2%	2 277.7	1,842.3	4 120.1	4,351.6
2017	75.2	137.3	212.5	4.8%	2 342.1	1,866.8	4 208.9	4 421.4
2018	76.8	139.6	216.4	4.8%	2 369.4	1,883.7	4 253.1	4,469.5
2019	80.7	152.8	233.4	5.2%	2,399.0	1,879.7	4,278.7	4,512.1
2020 (II)	99.3	185.1	284.4	6.5%	2 331.8	1,792.0	4 123.8	4,408.2

Source: KSH (2020): 2.1.11. Foglalkoztatottak száma rész- vagy teljes munkaidős foglalkozásuk szerint, nemenként [ezer fő]

It is also a general phenomenon that the proportion of women in the part-time employment category is higher (almost twice) than that of men. Leaving the various gender theories aside, there is also a reasonable explanation: in the two large immersion networks, the role of maternity traditionally belongs to women, and in the case of elderly employment, the fact that

the life expectancy of women in all countries is longer than that of men, and even earlier in several states, plays a role here they can retire.¹¹

2.2. Hungarian regulation

The current regulatory system is poor, with the exception of student work benefits and the rehabilitation contribution, state support is minimal or non-existent. According to the current **labour law** regulations, Act I of 2012 on the Labour Code (**Mt.**) Section 92 (5), the parties can also agree on shorter daily working hours than the full daily working hours applicable to the given position (**part-time**). Based on an employment contract, a part-time employee with a maximum duration of six hours per day fulfils his work obligations in accordance with the due date of his job duties. The only refreshing exception is the **compulsory part-time employment of those returning from Gyes and Gyed**,¹² but this has only existed since 2010. Since then, employing part-time workers in the public sector has become mandatory - if they request it. By way of comparison, in the Federal Republic of Germany, this type was already introduced in 1969, primarily for family policy reasons. Many other developed countries already started similar in the 70s and 80s.

According to § 61 (3) of the Mt., the employer is obliged to change the employment contract to part-time work of half of the general full-time working time until the child reaches the age of 4 or, in the case of an employee raising three or more children, until the child turns 6. At the same time, the system of guarantees is incomplete; reorganisation, staff optimisation, etc.

¹¹ Warren, T., & Lyonette, C. (2018). Good, bad and very bad part-time jobs for women? Re-examining the importance of occupational class for job quality since the 'great recession' in Britain. *Work, Employment and Society*, 32(4), 747-767. and Lyonette, C. (2015). Part-time work, work-life balance and gender equality. *Journal of Social Welfare and Family Law*, 37(3), 321-333. and Booth, Alison L., and Jan C. Van Ours. "Part-time jobs: What women want?." *Journal of Population Economics* 26 (2013): 263-283.

¹² GYED stands for Child Care Benefit, while GYES stands for Child Care Allowance. GYED can only be obtained by persons insured by the state, while GYES is a subject right for everyone. The GYED is an income-proportioned amount, i.e. an amount with an upper limit, the condition of which is to have a registered employment relationship in the 2 years before the birth, and to be a contributor to the social security system. On the other hand, GYES applies to the right of the subject, starting from the moment of the child's birth until the child is 3 years old, and in the case of twins and those born with disabilities, this can be extended up to the age of 10. Fixed amount, HUF 28,500 gross, after the first child. But you can't do both at the same time.

can occur soon after re-employment (after half a year or so); thus, the protection was only temporary. In case of return, the employer will make an offer to change the mother's salary. At the same time, the employment contract must also be amended: it must consider what kind of wage increase was made for those in the same position. If there is no comparable situation, then the large average - i.e. the annual average wage increase implemented by the employer - must be taken into account. Furthermore, there are also the possibly unused holidays during the maternity leave, which must be issued in the event of resumption or, if the employment relationship of the parties ends, must be paid. The three most important factors for mothers returning from maternity leave:

- they cannot reduce their salaries,
- both parties must mutually agree to modify the job,
- a joint agreement must be reached if the company cannot or does not want to take it back.

In the **public sector**, § 118 (3) of Act CXXV of 2018 on Government Administration (**Kit.**) regulates that the appointment may establish shorter weekly working hours than the general full daily working hours (forty hours per week or eight hours per day), in which case the salary otherwise due shall be reduced proportionally (part-time working). According to § 54, several legal relationships can be established in one position, not part-time, but in vacant positions, provided that, in the case of part-time employment, the working hours of those employed in the position may not exceed the general full-time working hours. The job register contains the facts of part-time employment and the number of legal relationships in the given job in relation to the jobs of government administrative bodies. Pursuant to § 112, if the government official establishes a full-time or part-time employment relationship with any budgetary body or with any economic organisation under at least the majority influence of a budgetary body during the period of exemption from the obligation to work, he is not entitled to severance pay. based on a legal relationship terminated by dismissal, the period entitled to severance pay must be taken into account. Regular working hours for Sundays can be assigned to civil servants who work part-time only on Saturdays and Sundays.

In order to protect the family (Kit. § 158), upon the written request of a government official employed full-time, **part-time work must be stipulated** in the appointment if the government official is entitled to unpaid leave

until the child reaches the third year of age at the time of submitting the application – for the purpose of taking care of the child. In the case of part-time employment, the government official's weekly work schedule can be determined with unequal working hours. The unequal allocation of working time can only be refused if it would mean a significantly greater work organisation burden for the employer. In the part-time work period stipulated on the basis of the application, the exerciser of the employer's authority is obliged to employ the government official until the date of the application, but at most until the child is four years old, and in the case of a government official raising three or more children, until the child is six years old. After that, the government official's working hours must be determined according to the rate before the application was submitted. This cannot be applied to a government official employed in a managerial position. The parties can modify the appointment at any time regarding the full-time or part-time nature of the employment.

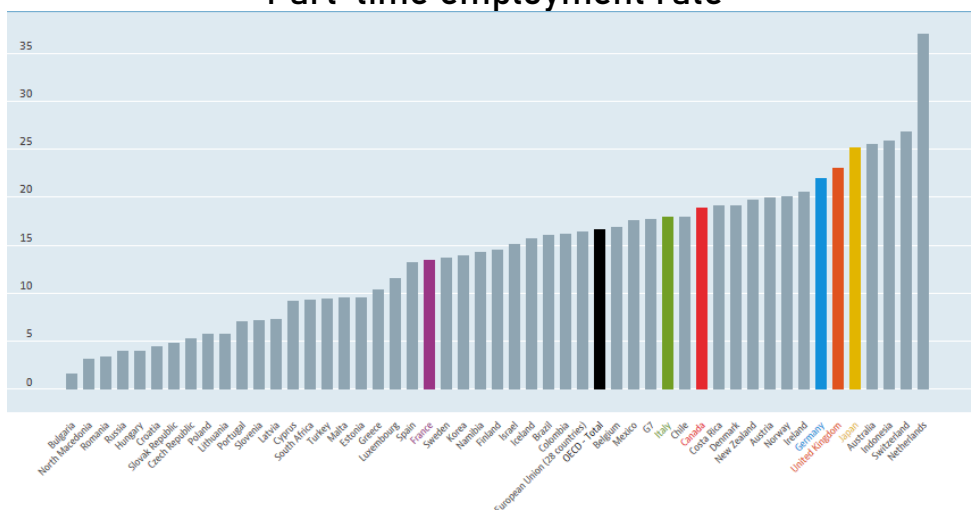
The Act CXCIX of 2011 on Civil Service Officials (or Civil Service Officers) contains similar rules (§ 89): the appointment may establish a shorter daily working time than the full daily working time applicable to the given position, in which case the otherwise due salary must be reduced proportionately (part-time). § 50 almost repeats Kit. rules: at the written request of a government official employed full-time, the employer is obliged to stipulate twenty hours of part-time work per week in the appointment if the government official is taking unpaid leave until his child reaches the third year of age at the time of submitting the request. In the part-time work, period agreed on the basis of the application, the employer is obliged to employ the government official until the date of the request, but at most until the child turns four years old, and in the case of a government official raising three or more children, until the child turns six years old. Part-time employment must be applied for at the employer no later than 60 days before the end of the paid leave and for teachers 60 days before the end of the school year's diligence period or the end of the first semester.

The same provisions are contained in Article 23/B of Act XXXIII of 1992 on the Legal Status of Public Servants (**Kjt.**) and in Act XLII of 2015 on the Service Relationship of the Professional Staff of Bodies Performing Law Enforcement Functions (**Hszt.**)

3. International comparison

As revealed in the introduction, by international standards, we are not on the podium regarding part-time employment, but more precisely, we are behind after Bulgaria. However, we do not have to be ashamed of most of the related indicators. Domestic employment is above the EU average. As a result of recent years' favourable labour market processes, the domestic employment rate is increasingly higher than the EU average. Based on the available data, in the first quarter of 2019, the Hungarian employment rate of 70% for 15-64-year-olds was 1.3 percentage points higher than in the EU-28.

Part-time employment rate



Source: OECD (2019): Part-time employment rate; Total, % of employment, 2019 or latest available

The 25-54-year-olds – the so-called best working age – 84.4 % were classified as employed in Hungary in 2019, putting us in the third position among the member countries with the highest employment rate. Within this, men occupied the third place with their employment rate of 90.9% - after the Czech Republic and Malta - while women (77.9% employment rate) belonged to the middle field. The relatively high and improving employment was coupled with one of the lowest unemployment rates in the EU: in the first quarter of 2019, only the Czech Republic, Germany and Malta had a lower unemployment rate than Hungary (3.6%). However, youth unemployment is also a problem in Hungary: the unemployment rate for 15-24-year-

olds is 11.2%, which is 3.5 percentage points lower than the EU average, but we belong to the middle field in the ranking of member states.¹³

Part-time employment rate of the population (15–64, %)

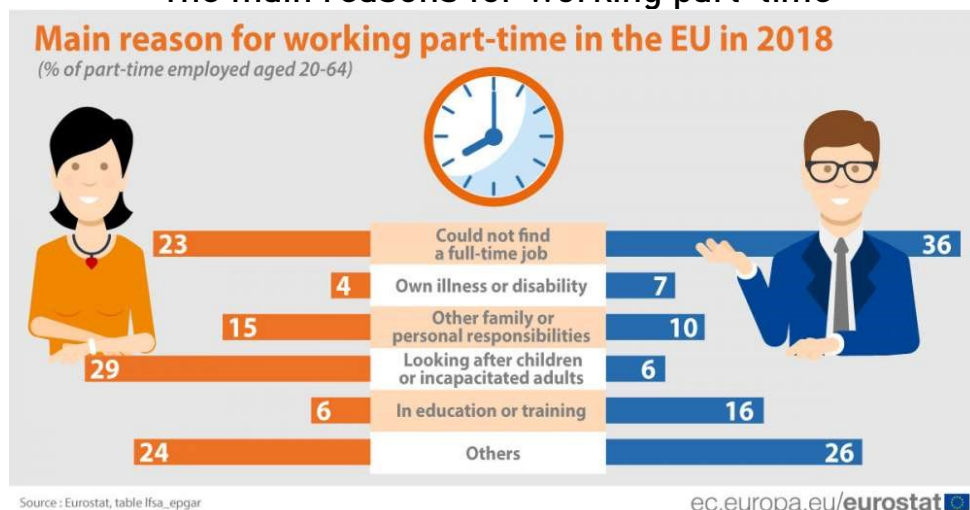
Country	2000	2005	2010	2015	2016	2017	2018
Netherlands	41.0	45.1	48.1	50.0	49.7	49.8	50.1
Austria	16.7	21.0	24.4	27.3	27.8	27.9	27.3
Germany	19.1	23.4	25.6	26.8	26.7	26.9	26.8
Denmark	21.4	21.5	25.6	24.7	26.4	25.3	24.8
United Kingdom	24.4	24.2	25.7	25.2	25.2	24.9	24.6
Belgium	20.6	21.7	23.7	24.3	24.7	24.5	24.5
Sweden	21.8	24.0	25.8	24.3	23.9	23.3	22.8
Eurozone–19	15.3	17.9	19.7	21.6	21.6	21.5	21.3
Ireland	16.6	..	22.4	22.2	21.9	20.1	19.5
European Union–28	..	17.1	18.5	19.6	19.5	19.4	19.2
Italy	8.7	12.7	14.8	18.3	18.5	18.5	18.4
France	16.8	17.1	17.6	18.4	18.3	18.2	18.0
Luxembourg	11.2	17.4	17.5	18.5	19.2	19.6	17.8
Finland	11.9	13.3	13.9	14.1	14.9	15.1	15.1
Spain	8.0	12.0	12.9	15.6	15.1	14.9	14.5
Malta	6.1	9.0	11.6	14.3	13.9	13.7	13.2
Estonia	6.9	6.8	9.8	9.5	9.9	9.5	11.1
Cyprus	7.6	7.6	8.3	13.0	13.4	12.2	10.8
Slovenia	5.3	7.8	10.3	10.1	9.3	10.3	9.7
Greece	4.4	4.8	6.3	9.4	9.8	9.7	9.1
Portugal	8.1	8.2	8.5	9.8	9.5	8.9	8.1
Latvia	10.5	7.6	9.4	7.2	8.5	7.7	7.3
Lithuania	8.9	6.9	7.8	7.6	7.1	7.6	7.1
Romania	14.0	9.2	9.9	8.8	7.4	6.8	6.5
Poland	9.3	9.8	7.7	6.8	6.4	6.6	6.4
Czech Republic	4.8	4.4	5.1	5.3	5.7	6.2	6.3
Croatia	..	7.8	7.0	6.0	5.6	4.8	5.2
Slovakia	1.8	2.4	3.8	5.8	5.8	5.8	4.9
Hungary	3.4	3.9	5.5	5.7	4.8	4.3	4.2
Bulgaria	..	1.9	2.2	2.2	2.0	2.2	1.8
Switzerland	29.3	32.2	34.2	36.5	36.9	37.0	37.4
Norway	25.7	27.7	27.6	26.0	26.0	25.4	25.7
Japan	15.9	18.3	20.2	22.7	22.8	22.4	23.9
Canada	18.1	18.4	19.6	18.9	19.2	19.1	18.7
Israel	15.6	16.9	15.2	15.9	15.5	15.3	15.5

Source: KSH (2020): 7.2.4. A 15–64 éves népesség részmunkaidős foglalkoztatási aránya (2000–) [%]

¹³ Bruegel, I., & Hegewisch, A. (2020). Flexibilization and part-time work in Europe. In *Economic Restructuring and Social Exclusion* (pp. 33-57). Routledge.

In an international comparison of part-time work, the situation is significantly worse. On average in the EU, the proportion of part-time employees compared to all employees is nearly 20%. The same proportion among women is already over 30%. Part-time employment has increased in almost all countries. We are lagging behind concerning the union and within our immediate sub-region. In Hungary, the proportion of people employed part-time barely exceeds 5 %, comparing the years shows fluctuations rather than growth. Part-time work is most common in the EU Member States in the Netherlands, with more than half (50.1%) of workers aged 15-64 working part-time in 2018. After the Netherlands, around one in four employed persons worked part-time in Austria (27.3%), Germany (26.8 %), Denmark (24.8 %), the United Kingdom (24.6 %), Belgium (24.5%) and in Sweden (22.8 %). At the other end of the scale, part-time employment accounted for less than 5% of total employment in Bulgaria (1.8%), **Hungary (4.2%)** and Croatia (5.2%). Low shares were registered in Slovakia (4.9 %), Czech Republic (6.3%), Poland (6.4 %), Romania (6.5 %), Lithuania (7.1 %) and Latvia (7.3 %) too.¹⁴

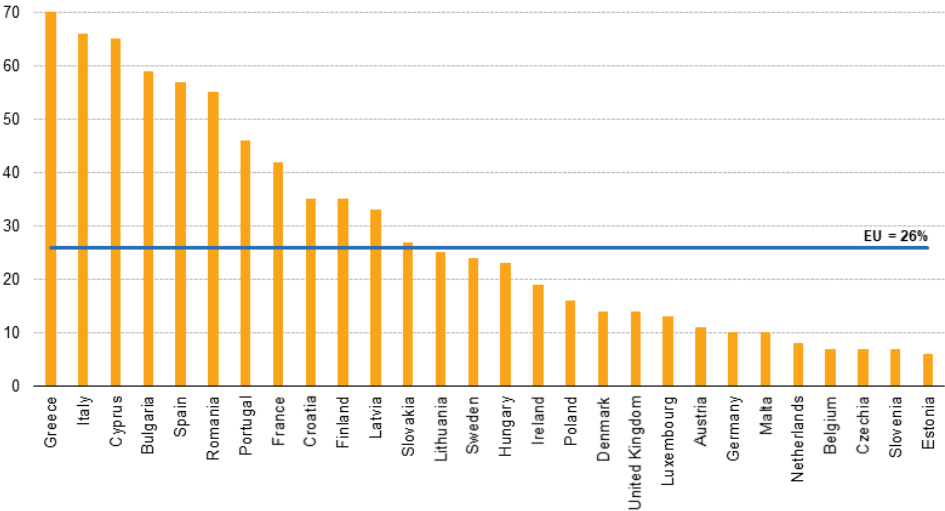
The main reasons for working part-time



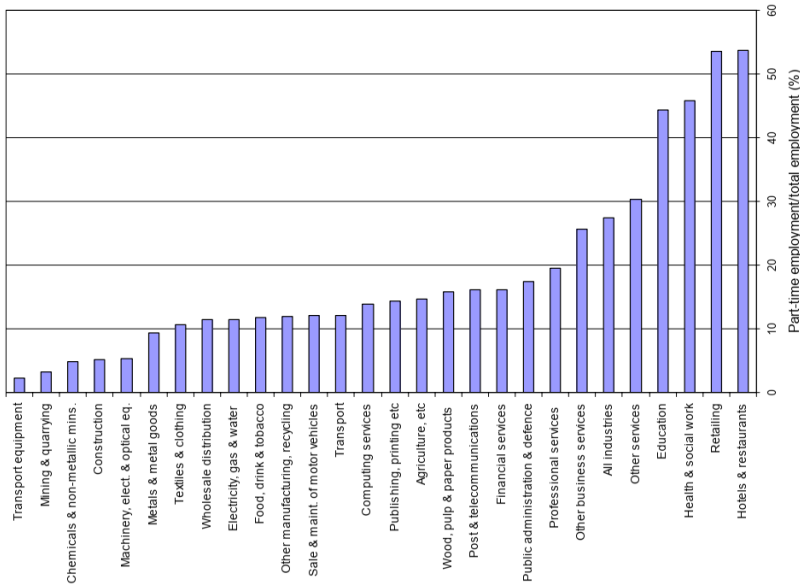
¹⁴ Matteazzi, E., Pailhé, A., & Solaz, A. (2018). Part-time employment, the gender wage gap and the role of wage-setting institutions: Evidence from 11 European countries. *European Journal of Industrial Relations*, 24(3), 221-241.

In the age group between 20 and 64, 31.2 million women and 9.5 million men worked part-time in the European Union in 2018. This represented 19% of total employment. Respondents reported that the main reason for working part-time was "not finding full-time work" (26%), followed closely by "taking care of children or incapacitated adults" (24%). Men (36%) reported working part-time because they could not find full-time work, compared to women (23%). On the other hand, part-time employment to care for women or incapacitated adults was reported more often by women (29%) than men (6%). The proportion of people who worked part-time because they could not find a full-time job varied significantly in the EU member states. Not having a full-time job as the reason for working part-time was reported in the highest proportion in Greece (70%), followed by Italy (66%), Cyprus (65%) and Bulgaria (59%). The lowest rate was registered in Estonia (6%), followed by Belgium, the Czech Republic and Slovenia (7% each) and the Netherlands (8%). The EU 28 average was 26%.

Part-time working due to lack of access to full-time job in 2018
 (% of part-time employed, aged 20 to 64)



Part-time / full-time ratio in some sectors



Source: Derek Bosworth and Robert Andrew Wilson (2005): Sectoral Management Priorities: Management Skills and Capacity. Institute for Employment Research, University of Warwick. 111.

It is interesting, but perhaps not surprising, that hotels, catering, and retail trade are the two industries with the highest part-time rates. The proportion of female employees in these is also high, and part-time work also has extraordinary value. In fact, education and health and social work are the only two sectors with an above-average part-time rate. Equipment transport, mining and quarrying - typically male, manual labour - where the proportion of part-time employees is the lowest.

Outside of Europe, in Canada, the City of Toronto published the following statistics in June 2020: 27,190 active public employees.

	Number of employees	As a percentage of the workforce
Full time permanent	19,121	70%
Full time temporary	2,797	10%
Part-time, non-recreational workers	4,123	15%
Part-time recreation workers	1,079	4%
Other (including contract employees)	70	0%

Source: <https://www.toronto.ca/city-government/data-research-maps/workforce-statistics/>

4. The triple role of the state

In Hungary, the governments of the past did not push themselves on this topic either. However, it would have been straightforward to introduce part-time work in the public sector, which would also have meant that in addition to government budgetary institutions, public companies (full or majority state ownership) and municipalities also used it would be – nearly one and a half million workers.

Therefore, the state's role would essentially focus on three areas. The first is to adapt the **regulatory system** so employers increasingly employ part-time workers. The second lesson would be to lead by **good examples** (best practice), i.e. to encourage more and more part-time workers in public institutions (government agencies, ministries, various public authorities, followed by municipalities, public and municipal enterprises, non-profit organisations that benefit from public tenders, etc.). What should we expect from market players if even the state does not set an example? Thirdly, there is the **relevant propaganda**, or better known as social awareness-raising, which has so far been practically non-existent.

All three are currently in their infancy. The regulatory system is poor; with the exception of student work benefits and rehabilitation contributions, state support is minimal or non-existent. The state part-time employment of around 6% is the same as that of the private sector, so it cannot provide an example of how this should work. None of our governments excelled in changing attitudes (e.g. education of SME managers, publication of chamber, professional association publications, etc.), although it is necessary to emphasise again: the only large labour force reserve is here.

The domestic law in force briefly regulates the issue in the labour market and the public sector. The only detailed rule applies to mothers with families, and as already mentioned, the compulsory part-time employment of those returning from Gyes and Gyed is considered a refreshing exception - from 2010. Thus, upon the employee's proposal, the employer is obliged to change the employment contract to part-time work of half of the general full-time working time until the child is four years old - in the case of an employee raising three or more children until the child is six years old. However, this was not (was) sufficient for part-time work to spread and take root. Although job-based employment in the public sector allows job sharing, we do not find

an example of one job being filled by two four-hour part-timers. Nevertheless, efficiency is the reason.

We deliberately do not deal with public work; this is a particularly atypical phenomenon. In our opinion, transferring the affected people to the market sphere would be a better solution for public workers and the state; here, the application of part-time employment is almost obvious. The details of this can be worked out and modelled, but this is not the task of a study of this magnitude. It would be advisable to act as soon as possible because, at the moment, a good part of the invented tasks are just words, the efficiency of public work is not expected to increase, and it even has a very unfavourable influence on work morale. Strengthening family farms, promoting rural hospitality, supporting agricultural cooperative forms, and building whole food verticals at the craft level can be solutions. Part-time work can be quickly introduced for all of them and would strengthen flexibility.

Specialists working with budgets are able to model the most advantageous forms of part-time work, starting with employer tax benefits, state involvement, and employee-unique benefits. Groups of tens of thousands of people could be included in this, such as the recognition of home patient care as work, the logic of which would not necessarily mean wasting public money, but that it can be implemented significantly cheaper and more humane than hospital or institutional treatment. The state would also benefit this way, as well as the patient and the relative/caregiver. Eurostat Civil servants in the EU member states also emphasises that **the working conditions of civil servants do not necessarily mean that one has to work full-time in the public service** because it is compatible with part-time work or, where appropriate, work done at home or any other form that, based on the relevant laws and needs can determine.¹⁵ Unfortunately, we did not find uniform and comprehensive EU data on part-time employees working in the public sector. To illustrate, however, we present the **German** situation:

¹⁵ Eurostat (2018): Civil servants in the EU member states - Statistics Explained

Full-time and part-time employees of the German federal public bodies

	Part-time		Full-time	
	Men	Women	Men	Women
Civil servants, judges	4.600	15.100	94.730	30.740
Professional and contract soldiers	310	1,620	149.205	16.505
Employees, employees	4.615	19.120	61.925	39,820
SUM:	9525	35840	305860	87065

Source: Bundesministerium des Innern, Für Bau und Heimat (2020): Zahlen, Daten, Fakten https://www.bmi.bund.de/DE/themen/oeffentlicher-dienst/zahlen-daten-fakten/zahlen-daten-fakten-node.html;jses-sessionid=581BA25F3707E3157A173BFD4ACDE78E.2_cid295?cms_showtable=1

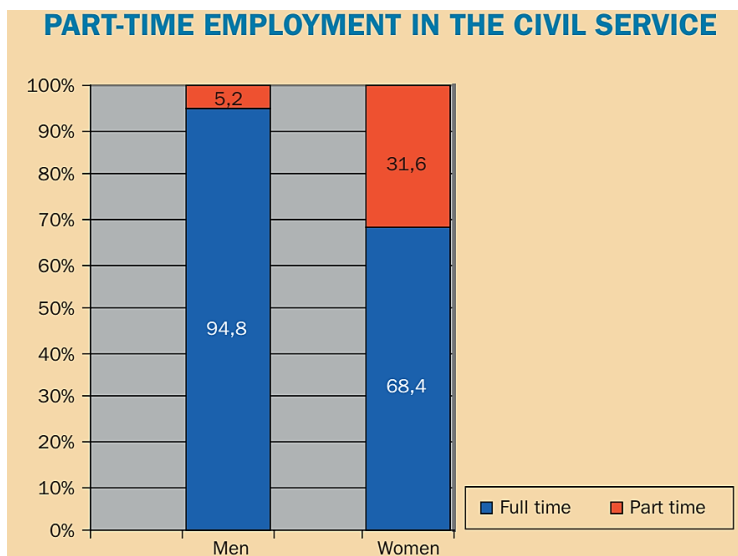
Part-time work is integral to attractive employment conditions in the public service and is promoted and lived through various working time models. This gives employees more time for sovereignty to better balance work and family life. Remote work: an agreement must be concluded between the employer and the union representatives, provided that the tasks can be performed in this way. Teleworking arrangements are usually a substitute for working from home or in the office. The Act on Part-time and Limited Employment gives civil servants the right to work part-time based on consensus between employers and employees provided that there is no operational reason to refuse this type of work. Paternity leave: all employees are entitled to work part-time up to 30 hours a week until the child reaches the age of 3. Later, a 12-month parental leave can be used.¹⁶

In **France**, 17.4% of women in central administration work part-time, compared to 2.9% of men. SCS part-time work is permitted by law, but in practice, like remote work, this is not really a general practice either, it only applies to (legal) authority functions. SCS has several free days to work the standard time, but many managers cannot take their leave in practice. There is mobility between ministries and various positions in the administrative system: they can be loaned to other ministries through temporary assignments. They can take time off to hold political office or work in the private

¹⁶ Brülle, J., Gangl, M., Levanon, A., & Saburov, E. (2019). Changing labour market risks in the service economy: Low wages, part-time employment and the trend in working poverty risks in Germany. *Journal of European Social Policy*, 29(1), 115-129.

sector while retaining benefits such as pay rate and length of service upon reimbursement.¹⁷

In **Germany**, workers with family responsibilities are entitled to part-time employment or special leave, with preferential treatment in the allocation of jobs, returning to their original position. In general, telecommuting and part-time employment in **Austria** is possible for any civil servant, provided no conflicting interests or services exist. 5.2% of men and 31.6% of women work in this form.



In **Belgium**, telecommuting and flexible working hours are available for older civil servants, but part-time work is not an option.¹⁸ In **Luxembourg**, civil servants can work 25, 50 or 75% of their working day for part-time work. All civil servants (including senior civil servants) have the right to work part-time (50%) to cover the care and education of one or more children after parental leave. This may also be granted to care for other relatives.

Flexible working hours, part-time work or telecommuting are not common in **Denmark**, although they are possible. SCS¹⁹ has the same maternity/parental leave rights as other employees. In **Finland**, telecommuting,

¹⁷ Marotzke, P. (2019). The rise of part-time work: A German-French comparison.

¹⁸ Nautet, M. (2019). An analysis of non-standard forms of employment in Belgium. In *An analysis of non-standard forms of employment in Belgium: Nautet, M.*

¹⁹ SCS: The senior civil service is the link between politicians and the administration. They are responsible for implementing legal instruments and policy strategies. They are also responsible for the coherence, efficiency and adequacy of government action. The capacity of

part-time work and flexible working hours are possible but rarely used by managers.

In **Latvia**, working from home or teleworking can be used during assignments abroad. Part-time work (also in the case of SCS) is permitted by law, but there is no such practice. Flexible working hours are theoretically possible for SCS as well, but in practice, they are not used due to the amount of their responsibilities. In **Sweden**, part-time and flexible working hours are also possible due to favourable legislation, and public administration employees generally take advantage of this opportunity.²⁰ Parents with young children also have the opportunity to work part-time.²¹

In the **UK**, 42% of people working in the public sector said they had worked flexibly through alternative working arrangements, including flexible working (where employees can change start and finish times and the accumulation of hours), compressed hours, annualised hours, just fixed-term work, on-call work and zero-hours contracts. 35% of all workers agree to the statement that those who work flexibly generate more work for others, and 32% believe that those who work flexibly have lower chances for promotion. Although men are more likely to agree to both at first glance, once other factors are controlled for, women, especially mothers, are more likely to agree to the latter statement. Similarly, men are more likely to say they experienced negative outcomes due to co-workers working flexibly, while again, mothers are more likely to say they experienced negative career consequences due to their own flexible working. The use of working time-reducing arrangements, such as part-time, is a major reason why people experience negative career outcomes and can partially explain why mothers are more likely to suffer from such outcomes when working flexibly. However, this relationship could be reversed, namely, the stigma towards part-time workers may be due to negative perceptions society holds towards mothers' commitment to work and their productivity. In sum, this paper shows that flexibility stigma is gendered in that men are more likely to discriminate against flexible workers,

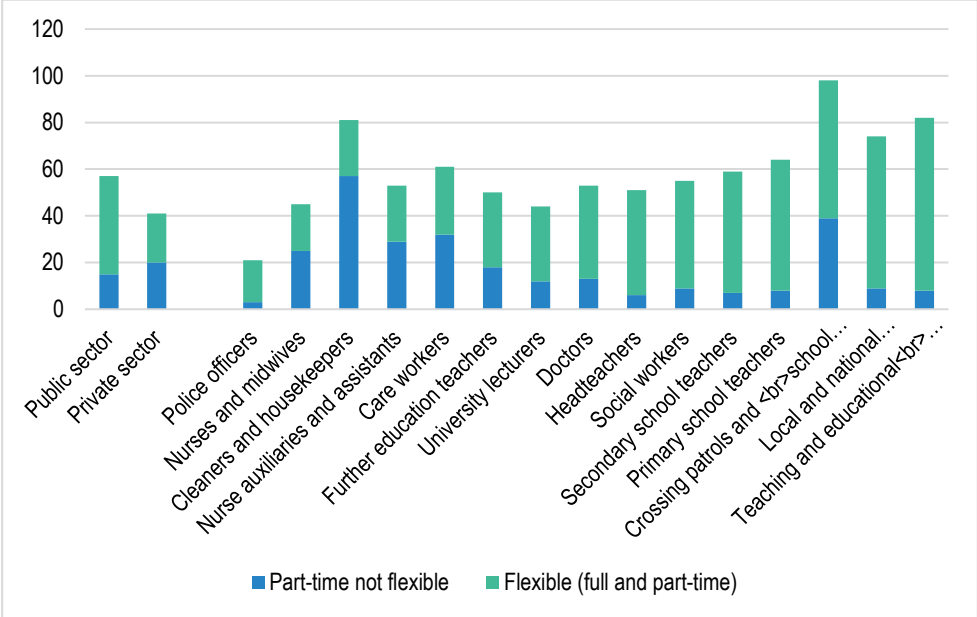
the civil service has thus become a key issue for public administration. Generally speaking, senior civil servants represent a very small percentage of the total central government staff and most of them are not politically appointed.

²⁰ Skedinger, P. (2018). Non-standard employment in Sweden. *De Economist*, 166(4), 433-454.

²¹ Public Employment in European Union Member States. State Secretariat for The Public Service Directorate-General Of The Public Service. Ministry of the Presidency. 2010

while women, especially mothers, are more likely to suffer from such discrimination.²²

The reported working hours in the various branches of public sector occupations



Source: Office for National Statistics (2019): Working flexibly in the public sector.

In contrast, only 21% of private sector workers said that flexible working is part of accepted work. Another 15% of public sector workers worked part-time without much flexibility. However, working methods differ significantly between different public sector occupations. The lowest level of flexibility was reported by police officers, nurses and midwives. Local and national government administrators and teaching support assistants reported having the most flexibility.

Arguments against part-time employment probably mean a lot in restraining the state's behaviour because, like everything, it has its opponents.

²² Chung, H. (2020). Gender, flexibility stigma and the perceived negative consequences of flexible working in the UK. *Social indicators research*, 151(2), 521-545. and Pedrini, G. (2020). Off-the-job training and the shifting role of part-time and temporary employment across institutional models. Comparing Italian and British firms. *Industrial Relations Journal*, 51(5), 427-453.

Emphasis is also placed on the dark sides of the literature, which points to the negative effects of part-time employment. According to some criticisms, although liberalising part-time employment rules creates new – typically low-status and low-income – jobs, it does not increase the total number of working hours and wages. A significant number of employees leave their full-time jobs not voluntarily, for the purpose of self-realisation, and not in the hope of more free time, and the difference between the quality of life of permanent full-time key employees and part-time employees is increasing.

Some writers link the mass spread and use of part-time employment instead of full-time employment with the category of marginalisation, poverty and vulnerability. It is also a fact that there is more free time in part-time work, but it is not when the employee wants it. In many areas, such as public transport, retail and catering, adapting to daily fluctuations in traffic can be solved most effectively with early morning, late afternoon, evening, late night, night, Saturday and Sunday part-time work so that employees can be deployed flexibly and in several shifts. It is also true that, in general, they have to work proportionally more part-time because the work peaks require much more intensive work. In Norway, for example, the government strengthened efforts against involuntary part-time work based on a proposal from the Norwegian Confederation of Trade Unions (LO).²³ The role of flexible deployment is further enhanced by the fact that many companies want to replace full-time workers absent due to vacations, days off and illness with part-timers, which is not a solution in many areas precisely because of the lack of experience. Of course, there is much truth in all of this, but the advantages far outweigh the disadvantages, so in our opinion, the ratio should be increased, and the state should be the first to act.

²³ European Foundation for the Improvement of Living and Working Conditions (2013): Working conditions in central public administration.