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Extended Abstract

**The Pros and Cons of Part-Time Jobs for Workers, Businesses
and the State**

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Abstract

Part-time employment is becoming increasingly popular and represents around 10% of all employment in the Czech Republic. This paper focuses on what motivates employers and employees to enter into a part-time employment agreement. Part-time employment can be advantageous for employees who want more time for family, study, or hobbies, but also for those who want to combine multiple jobs at once. On the other hand, part-time employment can be more expensive for employers than full-time employment, particularly in terms of administration and work organization. Therefore, it is important to consider the advantages and disadvantages before entering into a part-time employment agreement.

Keywords: Part-time job, part-time workers, gender equality, state, social equality, corporation, taxes, taxation, childcare, economic benefits, financial performance, workforce fluctuation, the efficiency of part-time jobs, HR system, work-life balance

Výhody a nevýhody částečných úvazků pro zaměstnance, zaměstnavatele a stát

Abstrakt

Zkrácené úvazky jsou stále více populární a v České republice představují zhruba 10% všech zaměstnání. Práce se zaměří na to, co motivuje zaměstnavatele i zaměstnance k uzavření smlouvy na zkrácený úvazek. Zkrácený úvazek může být výhodný pro zaměstnance, kteří chtějí více času na rodinu, studium nebo koníčky, ale také pro ty, kteří chtějí kombinovat více zaměstnání najednou. Na druhé straně, zkrácený úvazek může být pro zaměstnavatele nákladnější než úvazek plný, zejména pokud jde o administrativu a organizaci práce. Proto je důležité zvážit výhody a nevýhody před uzavřením smlouvy na zkrácený úvazek.

Klíčová slova: Práce na částečný úvazek, pracovníci na částečný úvazek, rovnost pohlaví, stát, sociální rovnost, korporace, daně, daně, péče o děti, ekonomické benefity, finanční výkonnost, fluktuace pracovní síly, efektivita částečných úvazků, HR systém, rovnováha mezi pracovním a soukromým životem

1. Introduction

We are currently living in unprecedented times and the environment in which we live is constantly changing which amongst other impacts our work-life balance. The status of part-time employment varies across different countries, with some having a higher prevalence of part-time jobs than others due to cultural and historical factors as well as government policies.

Part-time employment is a growing trend in many countries, offering various benefits to both employers and employees. While it provides flexibility and work-life balance, it also helps in poverty reduction, and retention of experienced employees. However, in the Czech Republic, this type of employment is somewhat underrepresented and not commonly offered, which is why I believe it is necessary to talk about it.

2. Methodology

I have decided to dedicate my thesis to the problematic of part time jobs and its pros and cons. I would like to prove that part-time jobs are beneficial for society, companies, and the state. I evaluated the pros and cons from the perspective of companies, and I analysed the impact of a part-time jobs on the state in terms of taxation. I was comparing the situation across EU.

As a result, I am planning to recommend the potential next steps in order to benefit from part-time jobs in society. Part time worker is, “an employed person whose normal hours of work are less than those of comparable full-time workers” which is a common legal definition of part-time work and is reflected, for example, in the European Union’s Part-Time Work Directive. There are quite many ways of part time jobs such as job sharing, home office, compressed hours, flexi time, or progressive retirement.

3. Summary

In general advantages of part time job are considered to be: retention of experienced employees, building of trust and loyalty, increasing productivity, having enough skilled forces, enthusiasm, accessibility during peak period and poverty reduction while as a

disadvantage we can mention lower commitment to the job, lack of experience, higher rates of absent times, administrative burden, higher costs for social insurance, lower income and less benefits, people are not being perceived as candidates for managerial positions and they get lower compensation.

I compared the problematic of part time job in the Czech Republic, Netherlands, Spain, France and Switzerland. On top of that I performed several interview with high rank professionals that deal with part time jobs in the Czech Republic and I conveyed a survey among more than 100 respondents to get more insights about the topic.

The survey results revealed that there is a positive understanding of what part-time employment means yet substantial percentage of respondents encountered issues related to the gender pay gap and difficulties with reintegration into the work environment after maternity or parental leave.

The comparison between several countries showed differences in the current status quo mostly derived from the past and cultural background. Some countries such as Netherlands have almost 50% of people having part time jobs while in the Czech Republic it is less the 7%. The reasons are not only coming from the past but driven by active approach of the state. What is worth to be mentioned is the fact that maternity leave is by far the longest in the Czech Republic, resulting in a very high gender pay gap and lower retirement pay. In all countries there is still a prevalent stereotype that women should be on maternity leave, work part-time, and be paid less than men. Despite efforts to change this, gender inequality and discrimination persist in many areas of the workforce.

4. Conclusion

Part-time employment may provides advantages to various groups such as individuals on maternity or parental leave, retirees, and students. While part-time work has traditionally been associated with these groups, it may also provide benefits to other segments of the workforce as well, such as those seeking greater work-life balance or flexibility. As such, it is important for policymakers and employers to consider the potential benefits of part-time work when creating policies and work arrangements that best support the needs of their employees.

Additionally, part-time work can help prevent poverty as it allows more people to participate in the workforce and earn a steady income. This, in turn, increases the amount of disposable income on the market, as people have more money to spend on goods and services. As a result, the cash flow in the country's market grows larger, which can help stimulate economic growth and reduce poverty levels. Moreover, with part-time work, people can supplement their income from other sources and improve their financial stability

Yet finding part-time work opportunities can be challenging. As such, it is important for policymakers and employers to consider the demand for part-time work and work to create more opportunities – I can mention i. e. child care availability. Or exploring alternative work arrangements, providing more flexibility in scheduling, and offering better benefits and job security for part-time employees.

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