

Summary of doctoral dissertation

Part-time work as a flexible form of employment

The aim of the dissertation is to analyze the legal provisions on part-time work compared to other forms of flexible employment. This subject deserved thorough and comprehensive presentation and this is supported, among others promising experiences of some countries in the European Union (Germany, Denmark and the Netherlands), where the promotion of this form of employment resulted in a marked increase in employment.

The dissertation presents legal considerations part-time work, in the context of international and European law. Also analyzed the causes mild hiring part-time work in Poland, which mainly result from the dispersion and inconsistency of the Labour Code concerning this form, as well as non-uniformity in their application.

Dissertation begin discussion of the definition of flexible forms of employment and the reasons for their development. It was presented among other things, a form of job sharing so. job sharing, which has not yet been regulated in national legislation. These are the characteristics which distinguish the forms of atypical employment from a typical model (the classic employment relationship).

Another part of the doctoral dissertation concerns the characteristics of part-time work as solutions for flexible working time and the particular forms of flexible employment in the context of an employment relationship. With employment of this is related to the principle of *pro rata temporis*, according to which the remuneration for work and other work-related benefits determined in proportion to the working time. There is also a principle of free choice by the worker forms of employment in full-time or part-time, which is the choice of the employer should consider "where possible". Both of these principles generate the employee employed in part-time work certain rights and responsibilities. As part of the legal status of an employee in part-time work also shows his rights related to parenthood governed by the labor code. The chapter on the issue of discrimination against part-time workers considering opportunities more effectively to combat this phenomenon.

Flexible work arrangements are becoming more popular in the labor market. In this context, it is, therefore, to reflect on possible legal solutions that would contribute to an increase in part-time work. Based on the experience of other European Union countries slipped proposals for legal solutions, which could affect the growth of employment in this

form, including in our country. Also proposed the necessary changes in the text of the applicable provisions of the Labour Code aimed at improving the application of law in practice workplaces.