This chapter examines the policies that have been adopted to strike a balance between the twin objectives of labour market flexibility and enhanced job quality in the context of the regulation of part-time work and fixed-term work. It discusses the benefits and drawbacks of part-time and fixed-term working: for workers the flexibility which accompanies such positions can enable them to secure working hours that are tailored around their domestic and social responsibilities; however, such work often comes at a cost in terms of low pay, low status, and insecurity. These working patterns are attractive to employers as they generate cost efficiencies. The chapter evaluates the equal treatment regimes contained in the Part-Time Workers Regulations and the Fixed-Term Employees Regulations. In so doing, it addresses the Framework Agreement and Directive on Part-time Work and the Agreement on Fixed-term Work and the Fixed-term Work Directive.
13. Part-Time and Fixed-Term Work

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