

Session 3: Work organisation

➔ Clear trend towards more flexible working time!

- Short-time work (BE, NL, SE)
- Part-time work
- Fixed-term/ temporary contracts
- Flexible working hours (incl. 0 hrs)
- Temporary agency work
- Self-employment



Modulation of working time

Increased modulation of working time to manage peak activities

- For example Austria:
 - Regular working time excluding breaks – 38.5h per week;
 - The ordinary daily working hours can be extended up to 10 hours. Then the working week is shortened to 4 days;
 - In the time period of 26 weeks the working time in separate weeks can be extended to 44 hours, providing that the average number of working hours per week do not exceed 38.5 hours a week (max 1 year).
- Optimisation of the delivery to meet new customers' needs:
 - Adaptation of USO Italy: delivery of mail every two days on 25% of the territory;
 - Increased combination of mail and parcels' delivery: France: experimentation of evening delivery for parcels by mailmen;
 - Increased flexibility of delivery: Belgium: end of compensation for Saturday which is a normal working day

Limitations to flexibility

As laid down in the CLAs

Limitations to apply flexible contracts (DK, FI, FR, IT, NL, PT, ES):

- limit the number of times a fixed-term contract can be renewed (cf. Flexmodel at PostNL)
- Limiting conditions under which an intermittent contract can be used (e.g La Poste)