

Flexible forms of employment a chance for professional activity of the disabled people

The coefficient of professional activity of the young disabled people is 16% (data from the IV quarter of 2005). In the European Union countries it amounts on average 40-50%. It results from the low social awareness of the employers, who associate the employment of the disabled people exclusively with inconveniences and, on the other hand, with the ignorance of the interested themselves.

In order to increase one's chances for employment and adjust them to one's health condition, the disabled people can take advantage of legal regulations concerning the, so called, flexible employment. Thanks to this, they will be able not only to find employment, but, first of all, to work on the open job market. It is directed to all the employees (without the preferences for disabled persons). This may become an attractive proposition for many disabled people. It includes a couple of elements which compose a given flexibility, that is: flexible forms of employment, flexible work hours, flexible place of work, and flexible ways of payment.

A considerable part of disabled people is not able to compete with fully able people on the open job market, that is why they require support. This is ensured by regulations directed both to the employers (who from the title of employment of disabled persons can receive help from the National Disabled Persons Rehabilitation Fund in the form of, among others: funding of payment, social insurance premiums, or cost refunds for their employment), as to the disabled persons beginning a business activity (among others, thanks to the preference loans from the National Disabled Persons Rehabilitation Fund). Disabled people have also the possibility of participating in actions organized for the people who are threatened by social exclusion (to whom they are also included). They rely, among others, on subsidizing employment or on the professional and social reintegration (or integration in the case of young people), for example, through establishing social cooperatives, social employment. Also volunteer activity increases the chances of undertaking employment.

An explicit definition describing flexible forms of employment does not occur. The more so, as they are appearing under different entries, as: new, various, atypical, untypical. Flexible employment can be presented in general as [...] *a way of taking advantage of the human activity in the work process by creating for both sides (labor legislations) the possibility of regulating the forms of the work relationship which is distinct from the one that*

is commonly standing, in a way that facilitates reconciling the duties connected with employment and justifying the interests of individual people executing the work [Giermanowska, 2007].

The flexibility of the workers' employment is based on defining the forms of employment, work hours, place of work or gratification that is different from the standard one. Unquestionably, the flexible employment is also comprised on a different base than the work relationship (workers' employment), nonworkers' employment in which work rendering takes place on the bases of the agreements of the civil law. Self-employment constitutes a separate category in the framework of the forms of employment, assuring big autonomy in increasing the elasticity of the demand for work.

In the Polish labor legislation one can distinguish such forms of employment as:

- typical workers' employment: employment contract for an indefinite time in the full time working hours,
- workers' employment but with fewer work safety guarantees, for example, employment contract for a definite time, a contract for the time of executing a specific job, a contract for a trial period,
- untypical forms of workers' employment, for example, callwork, temporary work,
- employing on the basis of civilian-legal agreements, for example, a specific task contract, contract of mandate, a home-work contract,
- self-employment, an agency contract.

All these forms of employment can occur on the open job market. In the case of disabled persons, most of them can have a supportive employment character. This support can be directed at the employers or the disabled people [http://www.wsap.szczecin.pl/akademia_pracy/pliki/FORMY%20ZATRUDNIENIA.doc, Act from July 9 2003 about the employment of temporary employees (Dz. U. Nr 166, poz. 1608)].

Forms of workers' employment concluded on the bases of contract of employment:

1. Work in full time working hours: 35-40 hours weekly, on the bases of employment contract for an indefinite time at the company's headquarters.
2. Work in incomplete working hours: for example, part time: in constant working hours, at the company's headquarters, based on the employment contract for an indefinite time.
3. Work for a definite time: employment contract comprised to an appointed time in the contract.
4. Employment contract for the time of executing a specific job: the most often comprised contract with seasonal workers.
5. Employment contract for a trail period: it can last maximally three months, its aim is to examine the worker's usefulness for a given job.
6. Work to a calling: it relies on the worker's turning up for the employer's every call depending on the needs; employment based on employment contract.

7. Replacement work: work conducted during the period of a long-term, justified absence of an employee, for example, due to an illness, the employment contract is terminated after the replaced worker comes back to work.
8. Callwork: is based on conducting most of the work at home and communicating with the employer and coworkers through the Internet and other forms of communication at a distance; the work is executed based on an employment contract.
9. Division of place of work (job-sharing): employment on the bases of an employment contract on the same work position with conducting the same duties by at least two persons; their total time includes a full-time job.
10. Group organization of the work: conducting defined in a separate contract tasks by a group of employees; employment based on an employment contract.
11. Temporary work: relies on leasing (delegating) the employee to different employers by the temporary work agency; the worker is employed at the temporary work agency on the bases of an employment contract.

Forms of nonworkers' employment and self-employment:

1. House-work: allows for conducting work at home and with the help of other household members.
2. Contract of mandate: work relying on conducting various work or services based on contract of mandate; the time, appointed time, place of work is established by the employer.
3. Specific-task contract: self-reliant execution of jobs, work, and delivering the results to the employer based on each and every contract of mandate.
4. Self-employment: consist of rendering work (services) in the framework of one's own business activity.
5. Agency contract: consists of rendering, in the framework of one's own enterprise (self-employment), services for the benefit of another enterprise, for example, insurance agency, the sale of goods and services, agricultural products [Giermanowska, 2007].

Thanks to flexible employment, the disabled are able to find employment, but first of all, work on the open job market, benefiting from the same rights as the fully able employees. They can choose one of the many forms of untypical employment, adjusting it to the suiting them: the work hours (job-sharing – division of the place of work), or the place of conducting it. Thanks to the flexible forms of employment (for example, temporary work) disabled people acquire the indispensable experience, which allows them, in the future, to seek standard employment with better results. Apart from that, benefiting at least from casual forms of work, they are breaking the stereotypes concerning the disabled employees and gain belief in one's own possibilities. Voluntary work can also be an admission to a professional career.

The generalization of the flexible forms of work and its organization is an inevitable process as they are the answer to the impulses flowing from the market, they are an attempt to adjust the sides of the work relationship to the new surrounding. It forces the countries' governments to undertake attempts of reconciling the requirements of the competitive economy, expressing the demand for flexible forms of work, with the assurance of an appropriate level of social protection of the group which is the most

threatened by work loss. This new approach to the connections of the work market and social preservation is defined by the term flexicurity – being a juxtaposition of the terms: flexibility and security.

The Alterwork (Alterpraca) Project

PW “Rzeczpospolita” SA is the organizer of the social campaign “Alterpraca.pl”. The project is financed from the European Union resources and its aim is to promote the alternative and flexible forms of employment, as well as the methods of work organization (the Project is realized through 12 months from September 2008 and includes in its reach the Mazovian province).

The aim of the campaign is to reach, with the information about the flexible and alternative forms of employment, mainly the people remaining unemployed (among others, the disabled persons), the employers as well as the subjects acting for the benefit of the development of human resources and promoting the rules of dialogue and public-social partnership on the regional and local level.

The “Alterpraca.pl” project is the answer to the basic barriers that occur on the local and regional job market in the relation to using alternative and flexible forms of employment. There is a lack of simple and understanding sources of information of how to be an AlterWorker (Alterpracownik) and an AlterEmployer (AlterPracodawca), what kind of benefits do the alternative forms of work bring, there is a lack of legal knowledge on this subject, and the rules of applying flexible forms of employment seem to be outwardly complicated.

Under-informing has a negative influence on the feeling of safety of the employee, who is accustomed to the standard forms of employment and the employer, who is afraid he won't have control over the remote worker.

The campaign includes the promotion of models and mechanisms of the functioning of the flexible forms of employment on the work market. Solutions are spread through the www.alterpraca.pl website, infoline, studies, experts' statements, a promotional campaign in the local and all-Polish medias, a cycle of regional conferences, seminars, and workshops directed to the employers. PW “Rzeczpospolita” SA plans to reach with the campaign about 250 thousand people in Mazovia.

In the opinion of researchers, the alternative and flexible forms of employment, thanks to making the demand on the job market more flexible, can contribute to the improvement of the economy's competitiveness. One of the forms of flexible employment is callwork. Callwork is not only the frugality of costs. An important advantage is the flexibility. By working remotely, one can individually approach the assigned tasks and reconcile professional obligations with private duties adjusting the work time to one's own needs. The employer has the possibility to choose among the considerably wider circle of potential employees, whom he will not find on his terrain. At present, there are about 1% of call workers employed in Poland, 11% in the European Union, and almost 30% employed in the USA.

The “Alterpraca.pl” project is being realized in the framework of the subactions of the 6.1.1 Operational Human Capital Program “Support of the people remaining

unemployed in the regional work market through the dissemination and promotion of the alternative and flexible forms of employment as well as the methods of organization”, and is co-financed by the European Union in the frames of the European Social Fund.

Alterwork can change Your life – this is the principle slogan of the campaign.

The change of the social attitude to the alterwork is especially needed. After all, this kind of work is always and everywhere. The duties of the alterworker can be, as well, executed at home or in an incomplete time of working hours. One just has to take up the challenge.

Alterwork is especially beneficial for:

- the young, because they can combine work with studies, have their own money, acquire first experiences as an employee and find out what kind of work suits them;
- the elder, because they can still be active employers, gain new qualifications and take advantage of the acquired experiences or professional contacts;
- parents, because it enables reconciling work with family life in the situation when they are not able to devote a whole day to work;
- the disabled, because they have a chance for work, development, additional income and realizing one’s own dreams;
- the unemployed, who thanks to alterwork gain a chance for returning to the work market and acquire new qualifications, and also become independent from benefits and other social renders;
- those living far from potential employers, because they can work from a distance without inconvenient and expensive journeys and they are not stuck with the local work market;
- the low qualified, because they have the possibility of better independent “sales” of one’s own services compared to what the traditional employment assures them;
- enterprises, because they can create places of work which are adjusted to the company’s needs, they can decrease additional expenses of the costs of work, increase the employment’s effectiveness and thus be more competitive.

The employer offering alternative forms of employment can:

- decrease the risk of bearing costs of the worker’s employment in the situation when the amount of orders for his products or services drops,
- make sure whether the newly accepted persons to work are proving themselves,
- lease an employee when he needs a person with specific qualifications to execute a single task or when there is a lack of employees in the holiday period or in the time where there is an increased intensity of the clients’ interests,
- adjust the working hours to the number of tasks in the company,
- require from the employee, first of all, the execution of the tasks that were given to him and not the regular stay at work,
- hire an employee for the amount of time for which he is truly needed,

- lower the costs of employment, since he does not have to keep a place of work at the company,
- simply purchase ready products or services, thanks to which he does not have to worry about employment or the work conditions (www.alterpraca.pl).

Types of alterwork

Division of work (also called worksharing) – this model is based on fulfilling obligations on one work position by a couple of workers employed in incomplete working hours. The employees are equally responsible for the execution of a given task and its quality. This model also assumes the division of social benefits and gratification. However, in some countries there exists a possibility of compensating salaries with subsidies from the government's side which manage politics that support this kind of employment.

Jobsharing – this model is based on co-sharing the work and tasks resulting from a single workstation between two people. In this system, the employees undertake the collective responsibility for one job in the full-time working hours. Therefore, jobsharing fulfills a different function than the similar in the name worksharing.

It is the perfect solution for the people who want to acquire experience and draw knowledge from the employee who plans to retire, but not only. The division of duties should be determined between the employees and accepted by the employer. The employees agree between themselves the proportions in which they will be conducting their obligations, most often it is half-and-half. It is possible, thanks to this solution, to prevent dismissals from work or increase the employment level. We distinguish three kinds of jobsharing:

1. shared responsibility – without the division of duties, partners exchange tasks between themselves, this form requires good mutual communication and action coordination,
2. divided responsibility – the work is divided into the attendance of different groups of clients and/or projects, every partner has his own range of duties, which he fulfills during the working hours,
3. unrelated responsibility – partners have outlined and completely not-tied with one another tasks, this solution works when the partners possess completely different abilities.

Callwork

Callwork is, first of all, understood as an alternative style of work connected with the usage of new tools of telecommunication. The regulations of the European Committee define that under the notion of callwork one should understand the method of organizing and executing work, in which the employee works outside the place of work of the employer through a considerable part of one's own work time, providing to the employer the work results with the use of information technologies and the technologies of passing data, especially the Internet [Grabowska, 2006].

In accordance with article 67 of the work code, callwork can be regularly executed outside the place of the work, with the use of electronic communication devices in the understanding of the regulations about rendering services with electronic means.

The following kinds of callwork can be distinguished:

1. house callwork – the employees of the contractor works at home instead of driving to work,
2. mobile callwork (nomadic) – the employee travels daily to the customers of the company at which one is employed, or works at travel, hotels, etc.; it is usually conducted by the managing staff, specialists or service engineers, who thanks to teleinformatic technologies may spend time at the customers homes,
3. callcenters – assure the access to every facilitations of a virtual office to the persons, who do not want to or cannot work at home, but inhabit the terrains which are distant from the main economic centers and do not want to change their place of stay, and want to avoid the discomforts, expenses, and waste of time which are connected with long journeys.
4. Callhuts – they are established, as a rule, on the country lands, they enable the improvement of professional qualifications, access to informatics technologies and the learning of their service, as well as the net work.

In the light of the Polish law, one can become a callworker:

- during entering into an employment contract (one should determine the employer's organizational unit, in which structure the workposition of the callworker is included, as well as the person or organ responsible for the cooperation with the callworker and authorized to conduct controls in the place of work),
- during employment – the change of the conditions of work execution may happen on the strength of the agreement of sides, from the initiative of the employee or the employer.

The system of inconsecutive work is a flexible form of work time organization allowed in the Polish work code. In the case of inconsecutive work, the employee conducts the work in certain periods, alternating with the periods of non-conducting the work. This system is a form of an equivalent time of work, which also allows the extension of the twenty-four hours' norm to 12 hours, while remaining, on average, a 40 hour week of work, not-surpassing 1 month in the accounting period.

The employer introduces the system of inconsecutive time of work on the bases of a written application of the employee. Moreover, indispensable is the inclusion of such a possibility in the regulations of a given enterprise.

The employer uses this kind of work most often when he knows, when, in which moments of the day he will be needing the employee and for how long. Most often, it is used in commerce and services, when the employees work, e.g., during the day and night with a few-hour break during the day.

Temporary work is based on an untypical, three-sided relation, connecting three sides with the help of two agreements: the agency employs the worker, who then executes the work for the employer- user.

In order to hire a temporary employee, the employer must agree with the agency on paper, the type of work, which is supposed to be entrusted to him/her, require-

ments concerning his/her qualifications, the predicted period and place of temporary work as well as the working hours. The employer is being burdened with some of the typical duties of the employer, for example, concerning OSH (Occupational Safety and Health) and working hours files. What is essential, is that temporary employees and employees hired on standard bases should be treated equally. However, the obligations of paying shares for social insurance lie on the agency, similarly as the obligation of giving work certificates during each employment. Most often, the employees are employed by the agency on the bases of a contract for a definite time or a civil-law agreement.

The Polish law allows the appliance, by the companies, of this form of employment, for the execution of work:

- in a seasonal, periodic, temporary character,
- which deadline execution by the employees hired by the employer-user would not be possible,
- which execution belongs to the duties of the absent worker, employed by the employer-user.

The obliging regulations limit the time of using, by the company, the services of a given temporary employee, in the period comprising the next 36 months, the total period of conducting temporary work by the temporary employee for the benefit of one employer-user cannot exceed 12 months, in the case of substitution, this period cannot exceed 36 months. The employer, who intends to entrust the employee of the temporary work agency the execution of a task through the period which is longer than 6 months, is obliged to undertake actions aiming at agreeing on this aim with the representative trade union organizations acting in his enterprise. Moreover, the enterprises making group layoffs cannot employ temporary workers for 6 months, counting from the layoff date.

In the last few years, in Poland, there has been a dynamical development of the temporary work. In 2007 there were 1703 registered agencies and they directed to the temporary work almost 470 thousand people, which means about 3 percent of the total of employed.

In the **work to a calling** system, the employer can summon the employee in every, freely chosen by him moment, the employee has to be completely available. Unfortunately, he does not know when will the periods of work executions come up and has no certainty whether such periods will ever take place. This type of work has its application in, among others, commerce, hotel trade, tourism.

In Poland it is not possible to implement the work to a calling through the establishment of a work contract in which the employee commits oneself to fulfilling the duty at home and it constitutes his basic obligation (and not the obligation conducted outside the normal working hours). Under certain circumstances, similar to the work to a calling is the functioning in the work code duty (article 151 of the work code). The person performing the duty remains in readiness to conduct work “outside the normal work hours”. The duty can be fulfilled at the place of work, at home or at a different place outlined by the employer; however, it is a supplement of the work in “normal hours”.

To the execution of specific tasks one can lease employees from other companies or work agencies. These two possibilities, however, have to be clearly separated.

- Leasing an employee from a temporary work agency.

Temporary work agencies are subjects managing business activities consisting of rendering services, which are leasing employees. These companies have to be signed in the registry of subjects managing work agencies. The leasing of an employee from the agency is regulated by the regulations concerning temporary work.

- Leasing an employee from a company which does not permanently take care of this kind of services.

Leasing an employee from a company which does not manage a business activity consisting of rendering this type of services, is possible, in the case when the employee is given an unpaid leave in order to conduct work for a different entrepreneur. The rules of leasing an employee are regulated by article 174 paragraph 1 of the work code.

Giving such a leave is possible only with the agreement of the employee presented on paper. Then, the current employer and the future employer come to an agreement between themselves, defining the time of “leasing” the employee, the kind of executed work, and salary. On the other hand, with the employee one ought to enter into an employment contract with a fixed time limit, that is, for a definite time or for the time of the execution of a specific job. Also accessible is rendering in the framework of the civil-order contract or the work.

During the granted unpaid leave, the employee still remains the employee of his place of work, the work relationship is only suspended. The unpaid leave is included to the seniority. After the end of the employee’s lease, he goes back to his current employer – the work relationship is reinstated.

Self-employment relies on rendering services by the independent subject, managing a business activity. Therefore, the self-employed is the entrepreneur and the labor legislations are not applied towards him, only the civil-law. That is why, sometimes the employers persuade the employees or work candidates to undertake and report a business activity. Next, such an entrepreneur provides services for the benefit of the current/would-be employer. One should remember that it is not allowed to replace the work contracts with civil-law agreements, while keeping the conditions of work execution that are characteristic for the work relationship determined in article 22 paragraph 1 of the work code (art 22 par. 1 k.p.).

At the same time, the self-employed, managing a personal company, takes responsibility towards the third party people for the results of the executed work, he is not under the supervision of the employer concerning the executed work, he independently decides about the way and time of executing one’s duties.

In a situation when there appear temporary personal or economic difficulties that prevent the managing of the company, the self-employed can suspend the company’s functioning without the need to register it out.

Work for a definite time

It is the most often met, in Poland, untraditional form of employment. In 2006 there were about 25 percent of hired workers that were employed this way. Its characteristic feature is defining the concrete date of the contract dissolvment. This contract, concerning the employer's and employee's obligations, does not differ from a traditional contract for an indefinite time. In the case of the work for a definite time, work in an incomplete post, or in the untypical working hours, the employer is obliged to:

- making the work post accessible,
- a punctual payment of the salary,
- covering the costs connected with the shares for social insurance,
- ensuring safe and hygiene work conditions for the employee.

On the other hand, the employee is obliged to work rendering in the time and place appointed by the employer. The termination of a contract for a definite time does not require a justification and its period does not exceed two weeks; also, the employee does not have the bases for the compensation. The Polish law permits the concluding of such contracts in all professions as well as economy sections and does not limit the length of the duration of such contracts (except for the contract for a trial period, which can be comprised for maximally three months). Moreover, it ensures that the employment in this from can include maximally two contracts coming consecutively one after the other and demands that the employee, hired for a definite time, is treated identically as the employee who is hired for an indefinite time, especially in the range of training courses and promotions.

Contract for replacement

It is included among the fixed term contracts. One can comprise them in the case of a justified absence of an employee. In the case of entering into an employment contract for replacement, the aim and period of the employment remains in the indirect connection with the employer's demand. Apart from that, this kind of employment does not differ from the employment for a definite time.

Part-time work

Employment for a part-time job is one of the most popular forms of untypical work in Europe – especially often, it is benefited by women taking care of their children, pupils and students comprising studies with work, as well as elder people, limiting their activity to work. Work for part-time is also beneficial for companies – sometimes it is more worth while to employ a part-time worker than pay for overtime, sometimes people employed for part-time support the “traditional” employee at times of the biggest work increase, sometimes two people employed for part-time can “share” the work position (so called, jobsharing). Besides this, the obligations of the employer and the part-time employee are identical, as in the case of employment for full-time. The employee should be treated equally with the people employed for full-time.

The employee has the right to limit the job load, if that are his preferences; however, the employer may refuse to, if it harms the company's economic interest and work organization. It is also worthwhile remembering that women raising children have the right to change the post-maternity leave to shortened working hours – of course it requires the establishment of the principles with the employer.

Work in an untypical and flexible work time system

The Polish work code allows the following flexible forms of work organization:

- work in a shortened work week – the employee works more hours daily through a smaller amount of days,
- work during the weekend – the employee works on Fridays, Saturdays, and Sundays, and the rest of the days of the week he has free from work; in general, he cannot work simultaneously for the same employer on the bases of a different contract,
- discontinuous time of work – it usually allows for longer, few hour breaks during the daily work-time of a given person and is beneficial for the enterprise in which, on some of the workpositions, their occurs a considerable increase of duties at certain moments of the day.

They are the form of an equivalent time of work which also allows the extensions of the 24-hour norm to 12 hours; however, of course, at keeping on average a 40 hour work week in the accounting period which does not exceed 1 month. The Polish law also allows:

- a mobile work time
- a task work time

Then, the employer establishes the time that is essential for the execution of entrusted tasks, taking into consideration the working time and obligation of abiding the limitation of a 40 hour work week.

The flexible work time system is introduced by the employer on the bases of a written application of the employee. Moreover, it is essential to take into consideration the above solutions in the regulations of a given enterprise.

It is also possible to introduce in the company the flexible work time. In this system, the employees can modify the hour of beginning work as well as the length of the stay at work in a given day, depending on one's needs and imposed duties at work. The possibility of modifying the moment of beginning work should be included in the employment contract and the pointed out, in the work code, accounting period is equal to 3 months, it allows departures from the full-time norm of the working hours in particular days, however by remaining an average full-time working hours in a 3 month framework.

Work based on a contract of mandate and rendering services

Contract of mandate and rendering services differ slightly in the legal aspect, their economic sense is very similar. They include the execution of a specific kind of activity (both physical, as well as mental activities), during which a typical for an employment

contact subordination does not occur. The contractor or service provider works for a definite time and decides by himself about the way and time of executing one's own duties. He does not have to abide the work hours determined in the company, and listen to the superior's orders. Such contracts are not connected with entitlements to the social insurance, unless such contract is the only source of money income of the contractor. Then, the employer obligatorily pays the pension, social security, and health shares. The accident share should not be regulated when the work is conducted at the headquarters or the place of the employer's activity management. Pathological share is voluntary. However, the contract of mandate is not subscribed, when it is executed by a student to the age of 26. The requirements concerning the leave, minimum salary or work time do not find usage during comprising such contracts. Their termination can occur at any given moment and without justification (but with the payment of an adequate part of the salary and compensation of eventual damages), though the sides can shape the contract differently. An advance for tax income is collected in the amount of 19 percent of the sum reduced by the costs of obtaining income (they reach 20% of the obtained income).

Work based on a specific-task contract

A specific-task contract requires the creation of a concrete, measurable result, which can be the subject of a further turnover, for which a payment is rightful. Therefore, the creation of the "product", defined in the contract, is essential for fulfilling the contract, whereas the ineffaceable in the accepted deadline flaws of the "product", the delay in the realization of the order or the execution contrary to the contract, can be the bases for the renouncement of a contract, of course by the employer. Apart from these situations, the renouncement of a contract for a specific-task is nonetheless difficult.

The commissioner of the so called work does not have the obligation of paying shares for social and health insurance (except for the situation when then the contract for a specific-task is signed with one's own employee), he also does not have to ensure the workposition and the work conditions. Whereas, the person conducting the work decides by oneself about the time and place of work.

A manager's contract

A manager's contract is also a civil-law contract (a form of agreement of rendering services) which has on aim implementing into the content of the relation between the employer and manager the factors that motivate him to an optimal conduct from the point of view of the company – maximizing its profits and improving its competitiveness, in this thorough tasks, which are difficult a priori to define. Often, the motivating function plays here the way of gratifying, connected with the company's results, whereas the freedom of the manager's actions (including the place and time of work execution) is big. Such aspects as salary (primary, bonuses, additions), leave entitlements, the period of resignation notice, the amount of the compensation, etc. are explicitly regulated in the manager's contract. Usually, manager contracts contain the

obligation to not-undertake competitive activity towards the employer. This prohibition can apply both during the lasting of the contract, as well as after its termination.

The alternative forms of employment give the opportunity of finding a job, which is adjusted to our possibilities and needs. At the same time, they give each and every one of us a chance for creative and effective management of one's own time and life.

Conclusion

The flexible forms of employment are an alternative for unemployment or the professional passivity (among others, of the disabled people). They create the possibility of undertaking work (even for a short period) and increasing one's income. That is why, we should shape the legal regulations in such a way, for them to include both the employer's business and the needs of the employees.

Disseminating the untypical forms of employment and solutions in the range of flexible work time organization is a chance for increasing the professional activity of the young disabled people. They are the essential forms of enriching the job market offer, especially in the areas of high unemployment.

Moreover, flexible forms are perceived as a chance for receiving legal income from work, outside the grey area (the *Grey area* includes the earning activity, not having a criminal character, led without carrying suitable payment, paying appropriate taxes and without abiding the obliging legal norms. It is hidden form tax, customs, social insurance offices and is not reflected in statistical reporting. It concerns mainly the income from unrevealed sources in the form of: - income which does not find cover in the exposed sources – these are the situations in which the tax payer, who indeed taxed one's income, however the expenses which he bears and the gathered wealth were inadequate to the declared income; - income from unrevealed sources of income – those are the income (profits) which are taxed, which the tax payer truly achieves, not reporting this fact to the tax organs (the unregistered source of income)).

The arguments for the development and solutions, in the range of flexible work time organization, results from the conviction that "typical" forms of employment, for many disabled people, are difficult to maintain, for example, due to the health condition. For many employers, they are often expensive, especially in the case of an uncertain economic situation. It should be emphasized that the economic argument is, for the employers, the basic criteria which decide about making the decision concerning the employment of the disabled person. In the NDPRF (National Disabled Persons Rehabilitation Fund) research form 2004, which enclosed all county self-government bodies in Poland, the economic premises turned out to be a basic determinant settling about the employment of the disabled people not only in companies from the open and protected job market, but also in the civil service units [Chorażuk, 2006].

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