

Flexible working hours, part-time work and working from home

A helpful tool for creating new business opportunities

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In most countries of the world, the working hours in the governmental institutions and organizations are until five or six o'clock in the evening, but in Iraq, the official working hours at all governmental institutions end at two o'clock afternoon or before that.

Our suggestion is:

Extending working hours for institutions and office hours to five or six in the evening to complete all transactions of citizens and auditors in large numbers daily, which are late in completing them.

By extending working hours, we can adopt flexible working methods, meaning that employees work from 8 am to 6 pm, i.e. up to 9-10 hours per day, and this will need at least 30% of additional workers to cover the increase in these hours so that working hours will be distributed among employees according to need. In addition, each of them can benefit from the work of some employees remotely in their homes in some work that does not require a physical presence in the workplace, and they can perform their work in their homes while they are in constant contact with their departments and institutions through the Internet and modern technologies.

Within this concept of flexible work, the "job sharing" method can be adopted, and this method means the possibility of employing more than one person to perform the same job.

The working hours are shared between these two employees, as well as the sharing of their wages, and this helps a lot to absorb the unemployed women who have children, if the elderly or the sick who cannot work full-time, and also helps the unemployed to get work for fewer hours, but assigns them a monthly income and can complete their time. In the future, in case the conditions of the institutions in which he works improve, wages of employees are excluded for the services provided by institutions and state departments as a main source in financing the wages of additional workers who were previously employed in Iraq.

Using financial stamps or using any less method of conducting administrative work in state institutions

This method began to be used in Germany in 1968 to fill the shortage of labor and pushes women and the elderly to work in a few hours to fill the shortage of labor and to benefit from their experiences, but it was used after years of its application as a sufficient tool for employing the unemployed in developed countries.