

# Factsheet - Positive flexibility in the workplace



**Study on good practices on reconciliation of work, family and private life in EU member states**

**POSITIVE FLEXIBILITY IN THE WORKPLACE**

Positive flexibility refers to working time arrangements that meet the needs of employees and general stakeholders in balancing work and family life. Increased flexibility in working hours can thus have a positive impact on gender equality. This is supported by research that shows that flexible working arrangements can lead to a higher participation of women in the workforce.

Flexible arrangements include part-time work, flexitime schemes, telework, working from home, compressed working weeks, job sharing, flexi-job, job sharing, term-time working, term-time working, and working time accounts.

Success factors for promoting gender equality and positive flexibility

- Taking a comprehensive approach to flexibility is important in creating a supportive workplace culture and practices to enable employees to balance work with family and care responsibilities.
- Evaluation and review flexible working time arrangements can lead to work being carried out differently, with a focus on results rather than on hours worked.
- Women's potential and contribution to the labour market is reduced and there is a change in attitudes towards part-time and flexible work as they are available to all levels and in all jobs.
- Men, and particularly men in caring and provider roles, in the workplace, are encouraged and encouraged to work flexibly and family have the opportunity to participate in family life.
- A social partnership approach can result in innovation and creative solutions, and collective agreements become more appropriate.

The EIGE Study has collected examples of how positive flexibility contributes to gender equality. The findings indicate that positive flexibility arrangements can lead to a higher participation of women in the workforce, and a culture of being positive in the workplace and willing to negotiate management.

**EXAMPLES OF GOOD PRACTICES IN SELF-REGULATION (POSITIVE FLEXIBILITY)**

**Example 1: Nalco Family-friendly Benefits - Slovenia**

The Slovenian company NALCO (Nalco) has a long-standing and active commitment to implementing more family-friendly policies. It has implemented a comprehensive range of family-friendly policies, including flexible working hours, telework, and job sharing. The company also provides an on-site day care centre for employees and a flexible working arrangement for employees who are caring for family members. This has led to a higher participation of women in the workforce and a culture of being positive in the workplace and willing to negotiate management.

Factsheet from the study on good practices on reconciliation of work, family and private life in EU member states

Read more:

[Gender Mainstreaming](#)

[Facts and figures on gender equality and economy](#)

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# Metadata

**AREAS:** Gender Mainstreaming