

# 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 especially so in regard to flexible time arrangements that result in non-binary working time arrangements that respect the interests of working parents, particularly women.

Flexible arrangements include part-time work, flexitime schemes, telework, working from home, compressed working weeks, job sharing, flexiplace, job sharing, flexible working time, working time accounts, etc.

Success factors in 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 positions in the workplace, are encouraged and encouraged to work flexibly and thereby 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 requires changes in the culture of the workplace to create long working hours and a culture of being active in the workplace and willing to negotiate management.

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

**Example 1: Native Family-friendly Enterprise - Slovenia**

The innovative company **INTECHNO** has a long-standing and active commitment to implementing more flexible work arrangements. It is committed to employees through various flexible options such as telework, job sharing, working from home, and flexiplace. The company also implements an alternative to part-time working hours and a 100% reduced time between shifts for parents for the first child. The company's work-family responsibilities can be seen in the chart below.

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Read more:

[Gender Mainstreaming](#)

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

## Downloads



# Metadata

**AREAS:** Gender Mainstreaming