

Flexible work: helping or hindering gender equality?

15 October 2019, Brussels

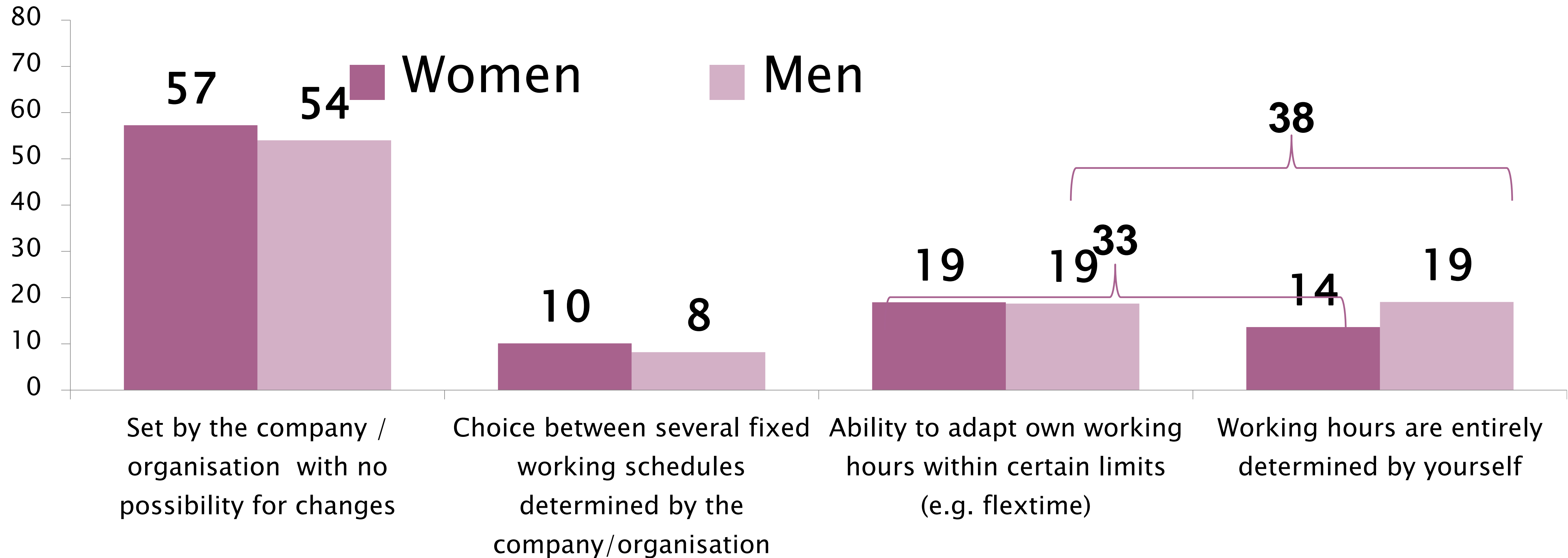


Flexibility in working arrangement

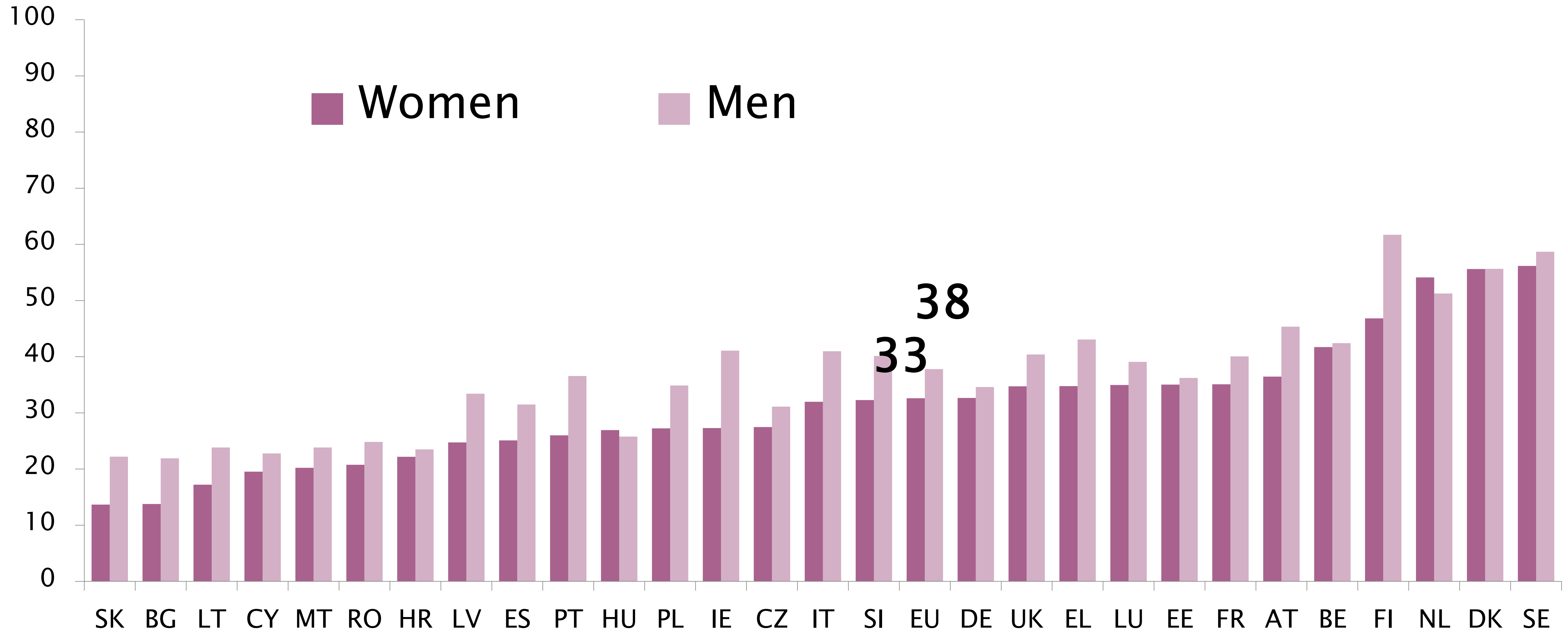


‘Flexible working arrangements’ means the possibility for workers to adjust their working patterns, including through the use of remote working arrangements, flexible working schedules, or reduced working hours’.

Greater autonomy in setting working time schedules – for some



Flexibility in working arrangement in the EU

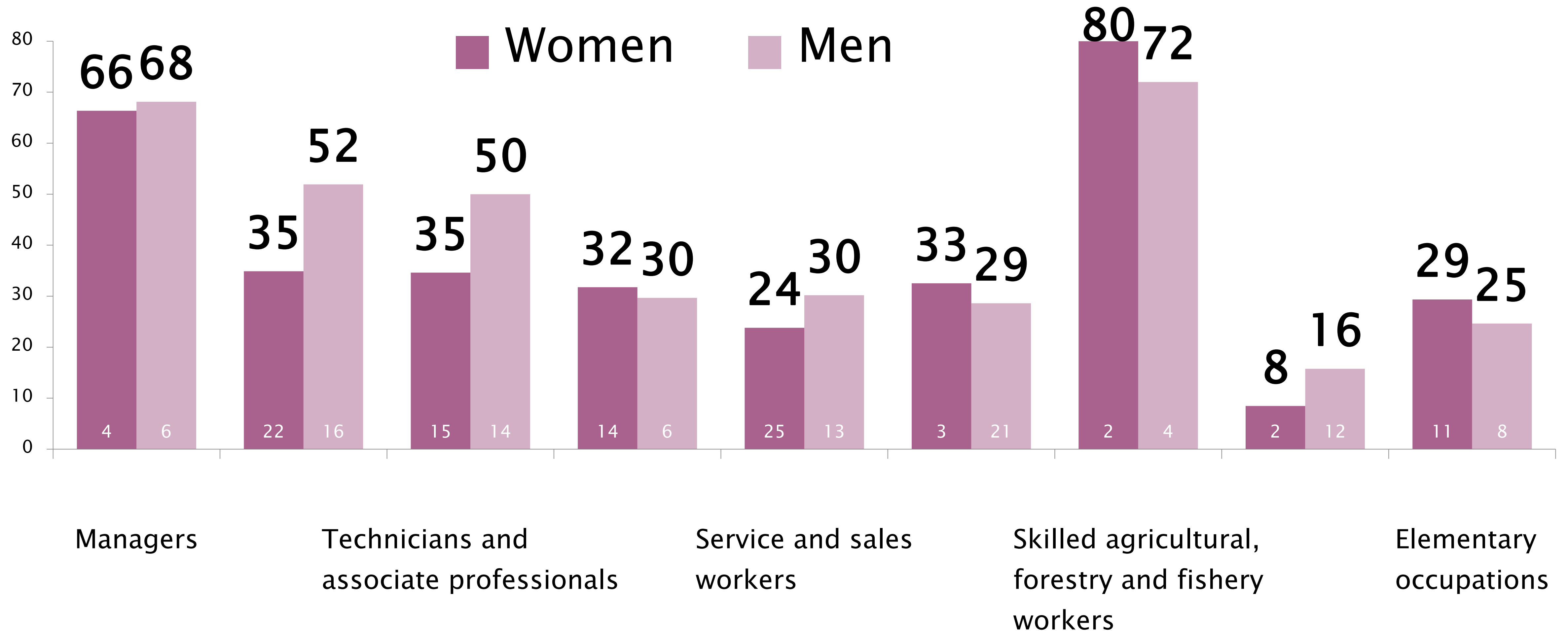


Private sector more flexible than public — but men benefit most in both



- **65 % of women and 62 % of men are unable to change their work time provisions in the public sector**
- **56 % of women and 53 % of men are unable to change their work time provisions in the private sector**

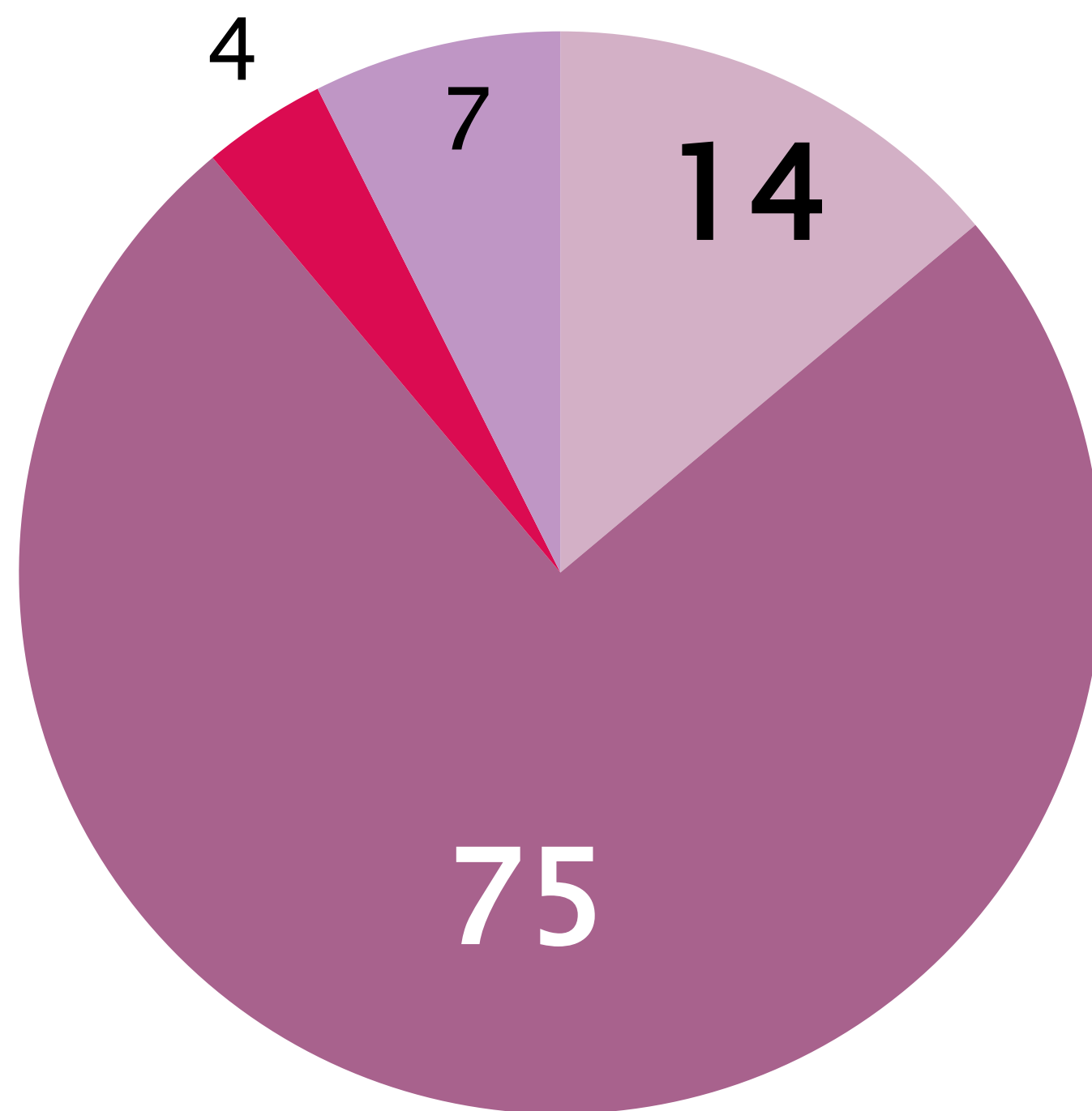
Occupation is an important factor in accessing flexible work arrangements



Women have fewer opportunities to move from part-time to full-time jobs

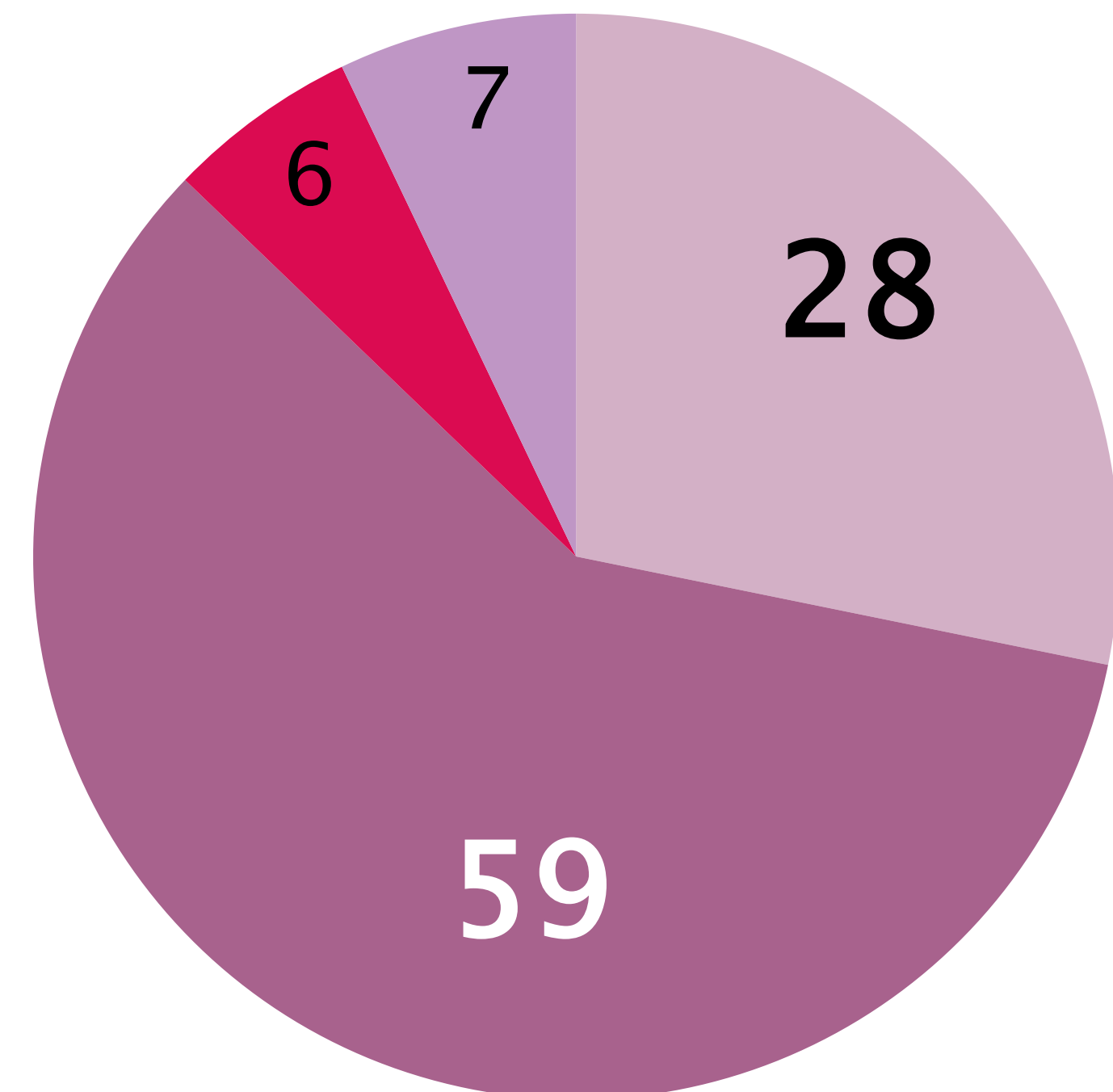


Women



- Transition to full-time work
- Transition to part-time work

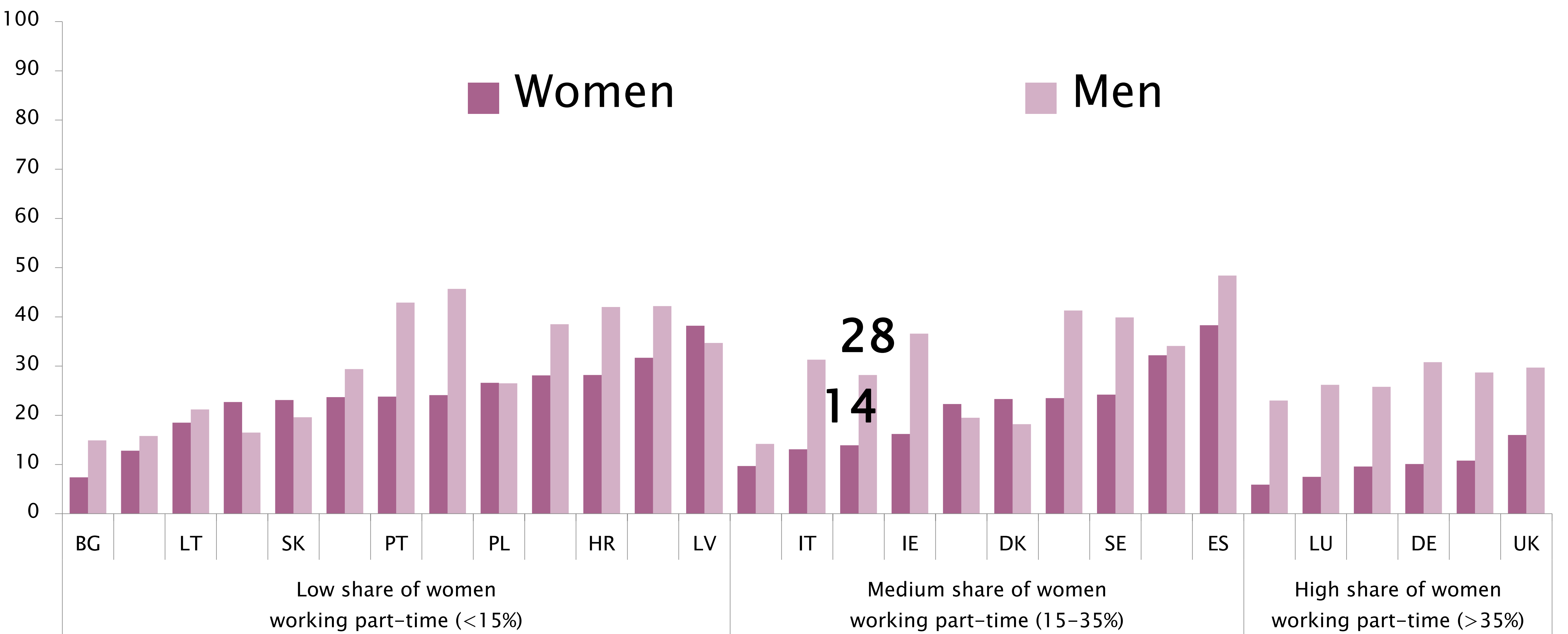
Men



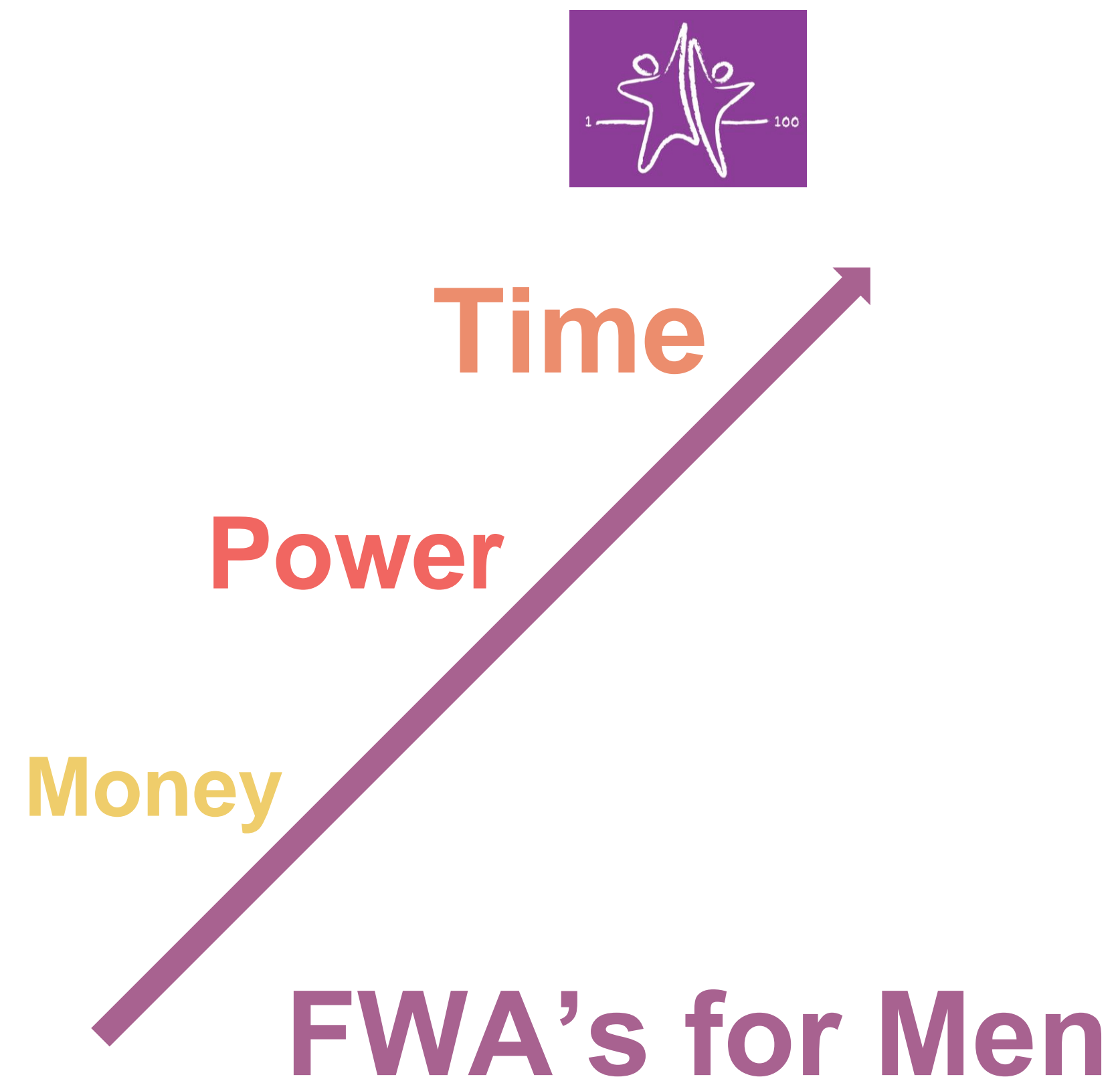
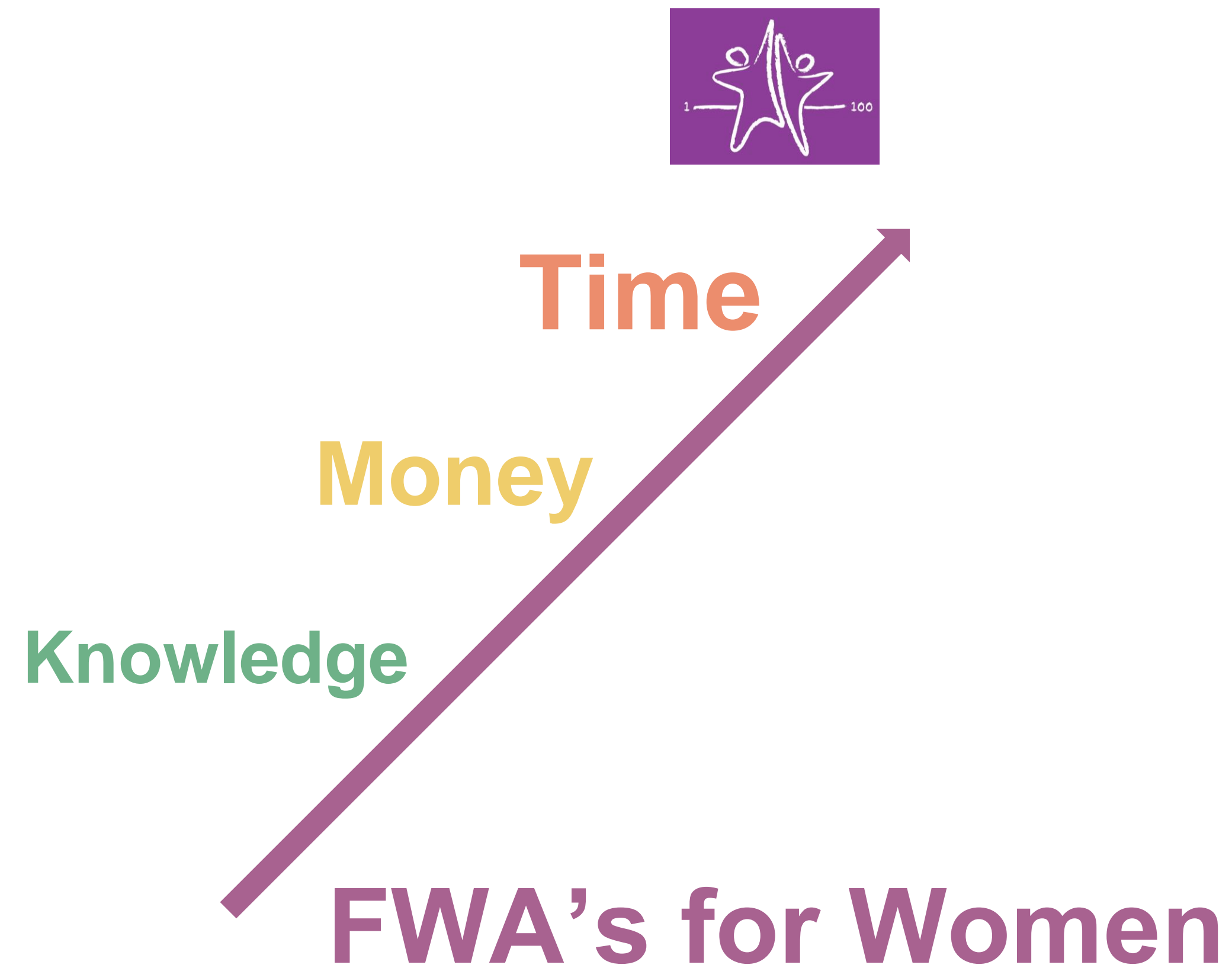
- Transition to full-time work
- Transition to part-time work

Source: Eurostat (llc_lvhl30)

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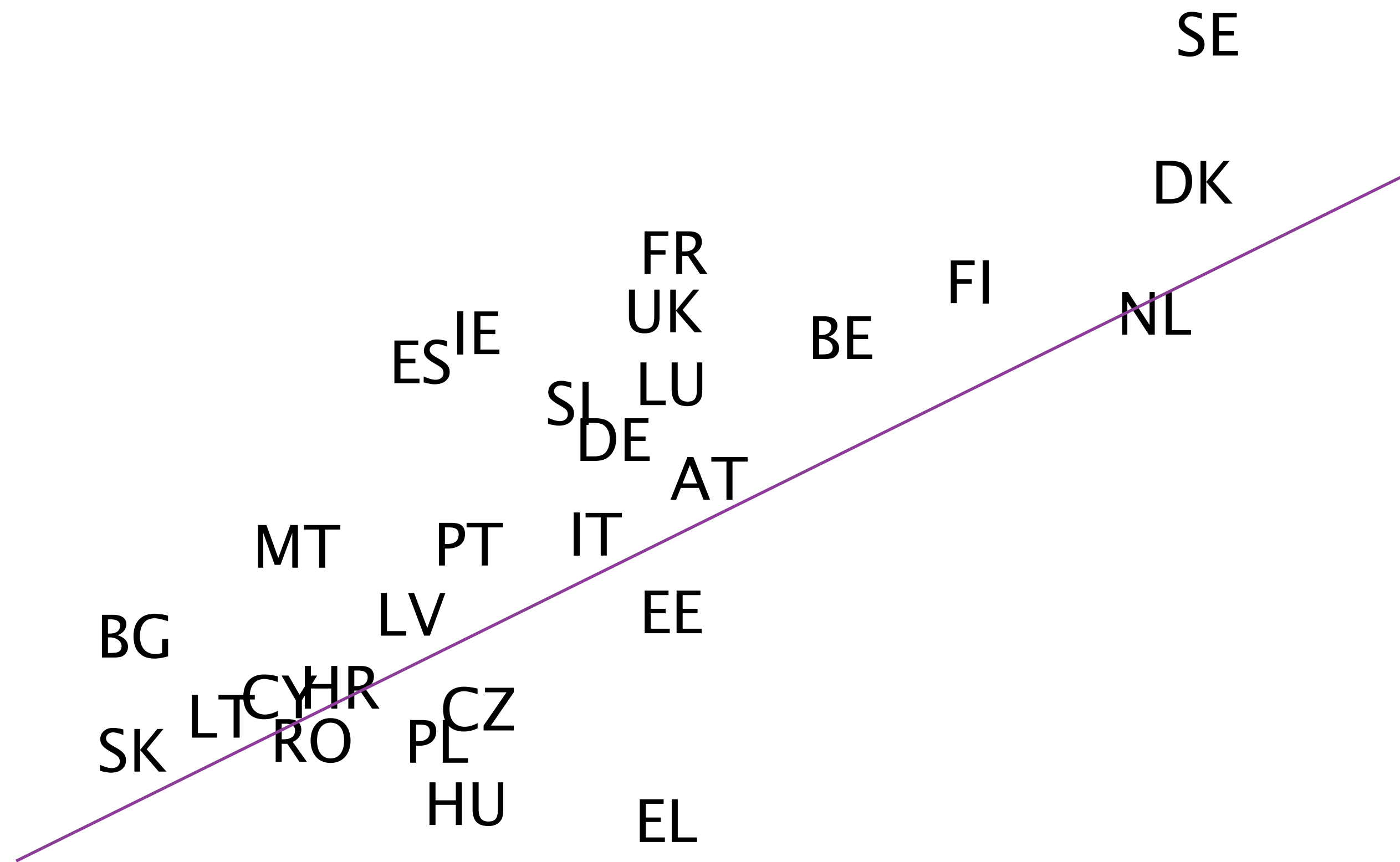
Flexible working arrangements (FWAs) can increase gender-equal opportunities?



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Score of the Gender Equality Index





- **Women's generally lower access to flexibility implies that the actual work-life balance arrangements are not yet based on the principle of equal opportunities**
- **FWAs may have economic consequences**
- **FWAs are not gender sensitive by definition**
- **The availability of FWAs varies according to occupation and job sectors**
- **Part-time work may be a desirable solution if voluntary and temporary, but it should not be the only way to balance work and life**

A Balanced work, a balanced home, a balanced life

Explore the Gender Equality Index

<http://eige.europa.eu/gender-equality-index>