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Abstract proposal

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FLEXIBILITY OF WORK TIME AND WORK PLACE AMONG EUROPEAN EMPLOYEES.

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The flexibilisation of working times and work places has become an increasing focus for employment analysis and debate. The organisation of times and places of work is a key determinant of work conditions, but it also defines employees possibilities to balance work and other life spheres. This study involves several aspects of working time and work place flexibility and compares their relations to perceived work-life balance of employees.

Empirical analyses are based on the fourth wave of the European Working Conditions Survey (EWCS) collected in 2005. In this study we use data from 25 Member States of the European Union (EU25, n=19,632 interviews)

We separate four dimensions of working time flexibility: the number of hours worked (duration), when (timing) the hours are worked, work-time intensity (tempo), and the degree of time autonomy individuals have over their working hours (time autonomy). Work place flexibility is defined as multiple work locations including indicators on telework and working from home, as well as the proportion of time spent working at company premises and the proportion of time working in places other than at home or at company premises.

According to results, we can find various types of flexibility regimes in Europe. The countries were clustered on the basis of work intensity and work autonomy, especially. These flexibility regimes affect differently on perceived work-life balance.