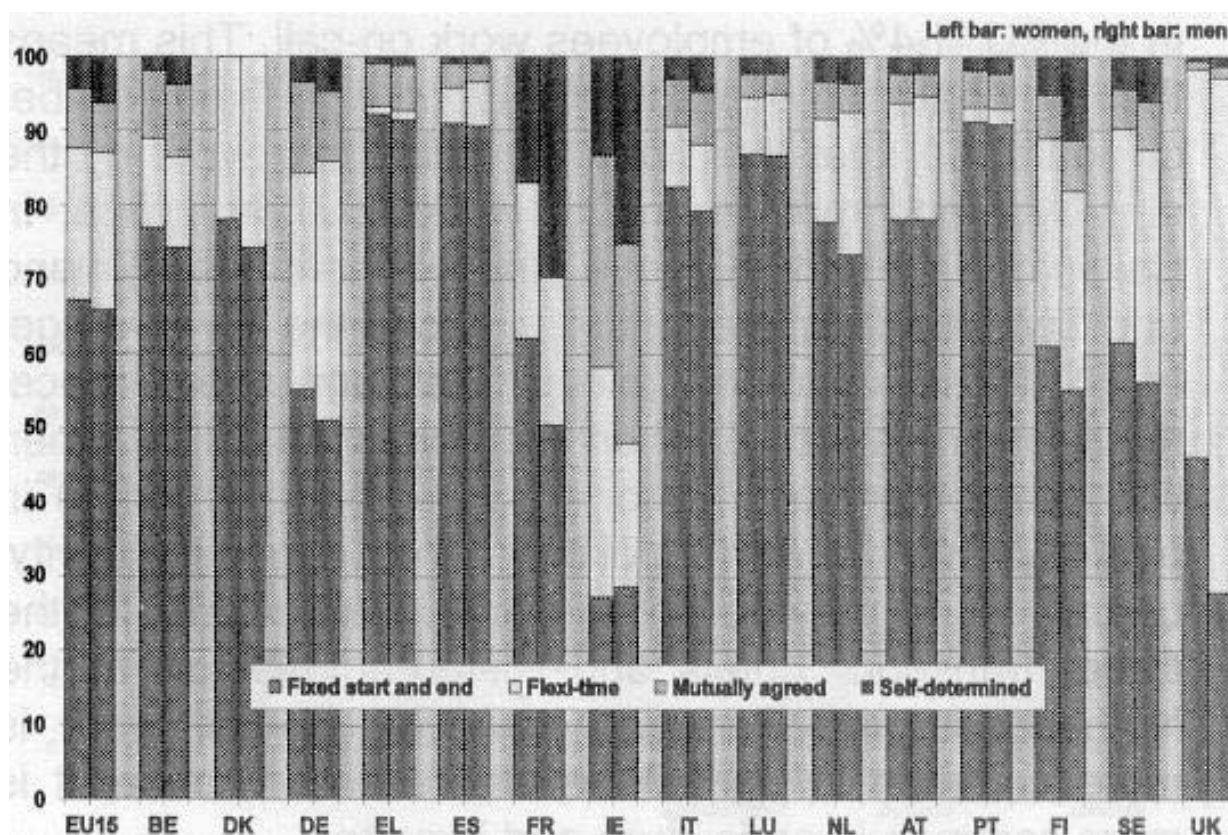


**Figure 1.71: Employees by working time arrangement (%) and sex, 2001\***



\* FR – fixed start and end of working days and mutually agreed working times are combined.

In the EU, one in five employees have flexitime. They can schedule their daily working hours beyond (or below) their contractual number of hours within certain limits. The credit hours can be accumulated (a working time banking account) and can be taken off as days of leave. The incidence of flexible working time arrangements varies across the member States. In Denmark, Germany, France, Finland, Sweden and the United Kingdom, over 20% of employees work under some form of flexitime. In Greece, Spain, Italy, Luxembourg and Portugal on the other hand, less than 10% do so. In most Member States, men more frequently use flexitime, but in France, Ireland and Finland, women are more likely to use flexitime.

Flexitime is relatively more frequent when employees work during normal daytime hours on weekdays than outside these core hours (18% compared with 11%).

From an occupational point of view, flexitime banking is prevalent among highly skilled, non-manual employees (ISCO major groups 1-3) but relatively rare among employees in elementary occupations (ISCO major group 9).

It is relatively uncommon to find other working time arrangements where working times vary daily and weekly according to individual discretion or mutual agreement or where working times are determined neither by collective agreement nor by the employment contract.

SOURCE: Eurostat (2004). *Statistics in focus: Population and social conditions. Theme 3 – 7/2004, Graph 12*. Luxembourg: Eurostat.