

	High degree of worker oriented flexi**	Low degree of worker oriented flexi
High degree of enterprise oriented flexi*	NL (3,1), SWE, DK, FIN, DE (6,5) BE, IE	UK (1,8)
Low degree of enterprise oriented flexi	<p style="text-align: center;">↑</p> <p style="text-align: center;">[A(10,7)]</p>	PT (15,15), LUX, ES, EL, IT, FR

*PT work, atypical working time, telework, telecooperation, dismissal protection, involuntary temp jobs, MbO, enterprise training; ** Voluntary PT, decision rights over WT, hometelework, possibilities for telework, perceived job security, tenure, decision making, lifelong learning. Ranks from 1 to 15 on each of the 8 Indicators. High complementarity between both forms of flexibility. In brackets enterprise oriented flexibility and worker oriented flexibility ranks of countries

Source: Gareis/Korte: ICTs and the Adaptability of Work arrangements in the EU- update 2002, empirica, Bonn.

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