

# WORK2019

Real Work in Virtual World

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## **NEW IS (NOT) ALWAYS BETTER – FLEXIBLE WORK ARRANGEMENTS IN A DIGITALIZED LABOR MARKET**

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Flexible work arrangements are increasing in importance. New technologies allow access from internet-connected devices anywhere. They enable both locally and temporally flexible work (e.g. home-based telework or cloud working). However, these developments offer different opportunities and risks for employees. E.g. home-based telework and flexible working hours are strategies to enhance employees' work-life balance. Working from home can also mean that professional and domestic spheres are closely interrelated with blurred borders.

The stream calls for contributions focusing, e.g. on the following questions: What are the effects of flexible work arrangements? For employees, for companies, and for society? Who benefits from the flexibility, who does not? – Who have the opportunity to work in locally and temporally flexible arrangements? Which qualifications and competences do employees have? Which companies make it possible? – What effects do digitalization and technological change have on flexible work opportunities? What changes are visible over time? We welcome both theoretical and empirical papers dealing with above formulated and related questions.