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Disconnect: Our Family-Hostile Public Policy Joan C. Williams / Williams, Joan C. -- Part 4. Workplace Flexibility: Practices From Abroad -- 11. Limiting Working Time And Supporting Flexibility For Employees: Public Policy Lessons From Europe / Gornick, Janet C. -- 12. Parents' Experiences Of Flexible Work Arrangements In Changing European Workplaces / Lewis, Suzan / Dulk, Laura den -- 13. Work Hours Mismatch In The United States And Australia / Drago, Robert / Wooden, Mark -- 14. Renewed Energy For Change: Government Policies Supporting Workplace Flexibility In Australia / Bourke, Juliet -- 15. Flexible Employment And The Introduction Of Work-Life Balance Programs In Japan / Osawa, Machiko -- 16. Government Policies Supporting Workplace Flexibility: The State Of Play In Japan / Iwao, Sumiko -- Conclusions: Solving The Workplace/Workforce Mismatch / Christensen, Kathleen / Schneider, Barbara -- Notes -- References -- Contributors -- Index

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## Sommario/riassunto

Although today's family has changed, the workplace has not-and the resulting one-size-fits-all workplace has become profoundly mismatched to the needs of an increasingly diverse and varied workforce. As changes in the composition of the workforce exert new demands on employers, considerable attention is being paid to how workplaces can be structured more flexibly to achieve the goals of employers and employees. Workplace Flexibility brings together sixteen essays authored by leading experts in economics, demography, political science, law, sociology, anthropology, and management. Collectively, they make the case for workplace flexibility, as well as examine existing business practices and public policy regarding flexibility in the United States, Europe, Australia, and Japan. Workplace Flexibility underscores the need to realign the structure of work in time and place with the needs of the changing workforce. Considering the positive and negative consequences for employer and employee alike, the authors argue that, although there is not an easy solution to creating and implementing flexibility practices-in the United States or abroad-redesigning the workplace is essential if today's workers are effectively to meet the demands of life and work and if employers are successfully able to attract and retain top talent and improve performance.

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