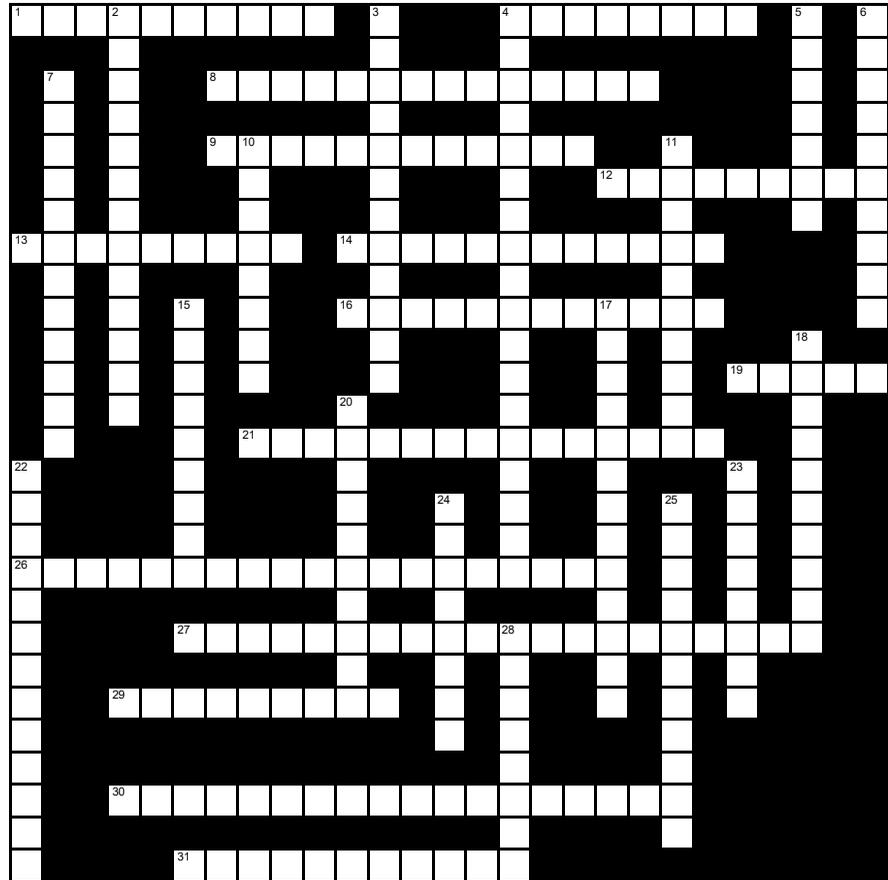




Across

- 1 Where two (or occasionally more) people split a full-time role between them. (3-7)
- 4 Working less than 35 hours per week. (4-4)
- 8 A hybrid environment where one can rent furnished office space, coworking space and meeting rooms, usually under short-term flexible agreements. (8,6)
- 9 ICT systems that enable workers to use work systems securely from an off-site location. (6,6)
- 12 Where an employee is on call, and works for an employer when work is offered, receiving payment only for those hours worked. (4,5)
- 13 A workplace environment in which people, who are usually from different companies, share office space and work collaboratively. (9)
- 14 A person who works for a company, either



- on an independent contractual basis or as an employee, outside of a traditional office environment (6,6)
- 16 A distributed geographically workgroup that do not (usually) come together to work in the same place. (8,4)
- 19 A specific form of part-time, usually for a limited period, when employees can opt to reduce their hours. (1-4)
- 21 The time to be worked are
- agreed over the year, rather than a regular amount each week. (10,5)
- 26 A workplace environment in which people, who are usually from different companies, share office space and work collaboratively. (4,4,11)
- 27 An employers ability to increase and decrease the number of staff employed through use of temporary contracts, agency working,
- zero hours working etc. (9,11)
- 29 A person in a flexible work environment who is responsible for managing the space, supporting the space-sharing arrangements, seeing that any booking systems are working etc. (9)
- 30 Where a manager cannot be expected to be always working in the same place and at the same time as his/her staff.

(10,2,6)

- 31** A period of extended time away from work (usually unpaid) to pursue professional or personal development, while being able to return to one's post at the end of the period. (6,5)

Down

- 2** A flexible recruitment process that connects employers who need staff for brief periods with people who can't (or don't want to) work regular working hours (e.g. through caring responsibilities or illness). (7,2,4)
- 3** People being excessively and unnecessarily present at the workplace. (12)
- 4** Signaling your availability in online networks, letting others know if you are busy, available for contact, by what means, etc. (8,10)
- 5** A flexible workspace offering an office when needed? service to modern micro

businesses and mobile workers, including those that are home-based. (7)

- 6** A space-saving practice in which workers use an available desk or workstation only when they need it. (3,7)
- 7** Where an employer provides for extended periods away from work e.g. maternity, paternity, parental, and emergency leave, plus career breaks and sabbaticals. (5,7)
- 10** Independent teleworkers who gain or perform most of their contracts online. (8)
- 11** A person who works on a self-employed basis for different companies. (10)
- 15** An area where employees may go for noiseless and concentrated working. (5,4)
- 17** A form of flexible hours working that allows hours to be varied across days, by paying back extra hours worked on one day with time

off on other days. (4,3,2,4)

- 18** A labour market which is characterised by short-term freelance jobs. (3,7)
- 20** Working in places to touch down and work when you need to. (10)
- 22** A form of team-based flexible working where teams work out their own shifts in order to provide as much choice as possible to team members to meet their preferences and circumstances. (4-9)
- 23** Shared housing, often found in city centers, where residents rent their own private rooms and share living space and kitchen facilities. (8)
- 24** Providing office space to staff? typically for staff who spend most of their time working away from the office? on an as needed rather than on an assigned basis, using a reservation system. (8)

- 25** A way of reconciling the aims of achieving greater agility in (over-regulated) labour markets with ?European Social Model? aims of providing employment tenure and worker benefits. (11)
- 28** A property that is specifically designed for both residential and commercial use. (9)