
**Purpose**

During the last twenty years, flexibilities practices have modified the work nature and lead to a decrease of employment security and an increase of health problems (Emberland & Rundmo, 2010). Reilly (1998) considers flexible work arrangements can achieve mutual advantages to employers and employees. Different forms of flexibility and different indicators of security/insecurity are proposed in the literature (Gareis & Korte, 2001; Auer, 2008) but few is known about workers needs. The aim of this communication is to develop an inventory of these needs and to analyse differences between gender, functions and activity sectors.

**Methodology**

Sixty interviews (2 blue-collars, 2 white-collars, 1 supervisor, in each organization) were carried out in 12 Belgian organizations. Organizations were selected according to a methodology based on flexibility/security indicators drawn out of the company social report. We conducted a content analysis with NVivo10 on all the transcribed interviews.

**Results**

Three higher needs in term of tasks, wages and training were identified. Workers expect to use their own discretion in work organization, a variety of tasks, fixed wages and are interested with training to develop their competencies and grow up their career. Results show differences between gender, function and sector.

**Limitations**

Limitations are a not completely random sample; participants were selected by the HR Manager.

**Research/Practical Implications**

This inventory is a preliminary step to understand how the discrepancy between actual and ideal affect concerning flexibility/security is related to job attitudes and well-being at work.

**Originality/Value**

Originality is on investigating the individual needs in flexibility/security and to compare them to the indicators found in the literature.