

Workplace Flexibility: From Research to Action

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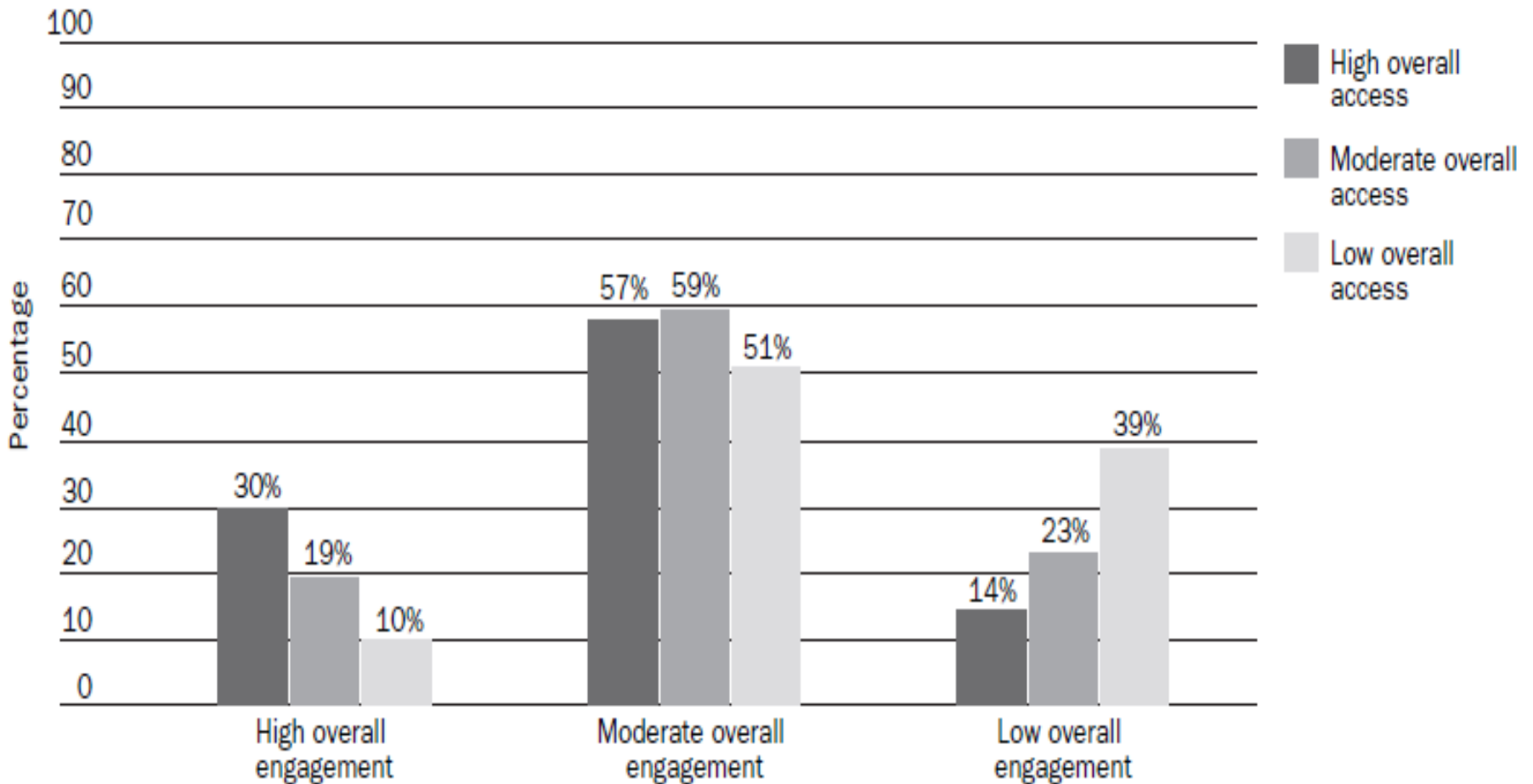
Families and Work Institute

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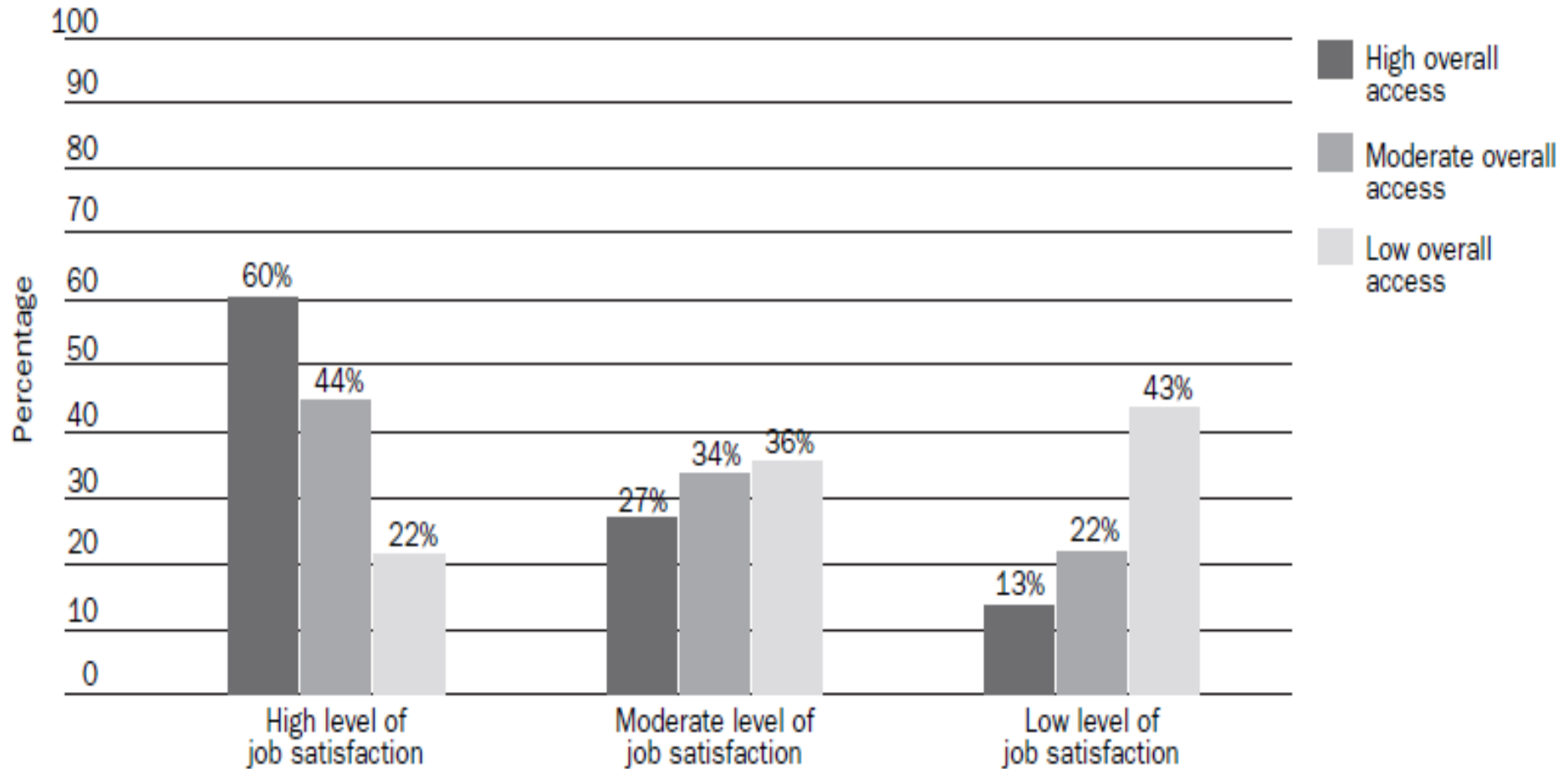
Access to Flexibility among All Employees

Type of flexibility	Percentage of employees with access
<i>Choices in Managing Time</i>	
Allowed complete or a lot of control over their work schedule	37
It is very true that their schedule or shift meets their needs	62
<i>Flextime and Flexplace</i>	
Allowed traditional flextime (can choose own start and end schedules)	45
Allowed daily flextime (able to make short-notice schedule changes)	84
Allowed to work compressed workweek some of the time	36
Allowed to work some regular paid hours at home	16
<i>Reduced Time</i>	
Full-timers who could arrange to work part time in their current position if desired	37
Part-timers who could arrange to work full time in their current position if desired	92
Could arrange to work part year	23
<i>Time Off</i>	
It's not hard at all to take time off during the workday for personal or family matters	35
Receive at least five paid days for personal illness a year	62
Receive at least five paid days for sick child(ren) a year	48
Able to take time off for elder care without fear of losing income	53
Able to take time off for elder care without fear of losing job	70
Have paid vacation days	78
Average days of annual paid vacation days allowed	15
Receive paid holidays	77
Able to volunteer during work time without losing pay	32
New mothers (with children under the age of six) with access to parenting leave	99
New mothers (with children under the age of six) with access to parenting leave with partial or full pay	48
New fathers (with children under the age of six) with access to parenting leave	94
New fathers (with children under the age of six) with access to parenting leave with partial or full pay	56
<i>Culture of Flexibility</i>	
Strongly or somewhat disagree that they have to choose between advancing in their jobs or devoting attention to their family or personal lives	58
Strongly or somewhat disagree that employees who ask for flexibility are less likely to get ahead in their jobs or careers	61
Supervisor support (summary of five questions on a scale from 1=low to 4=high)	3

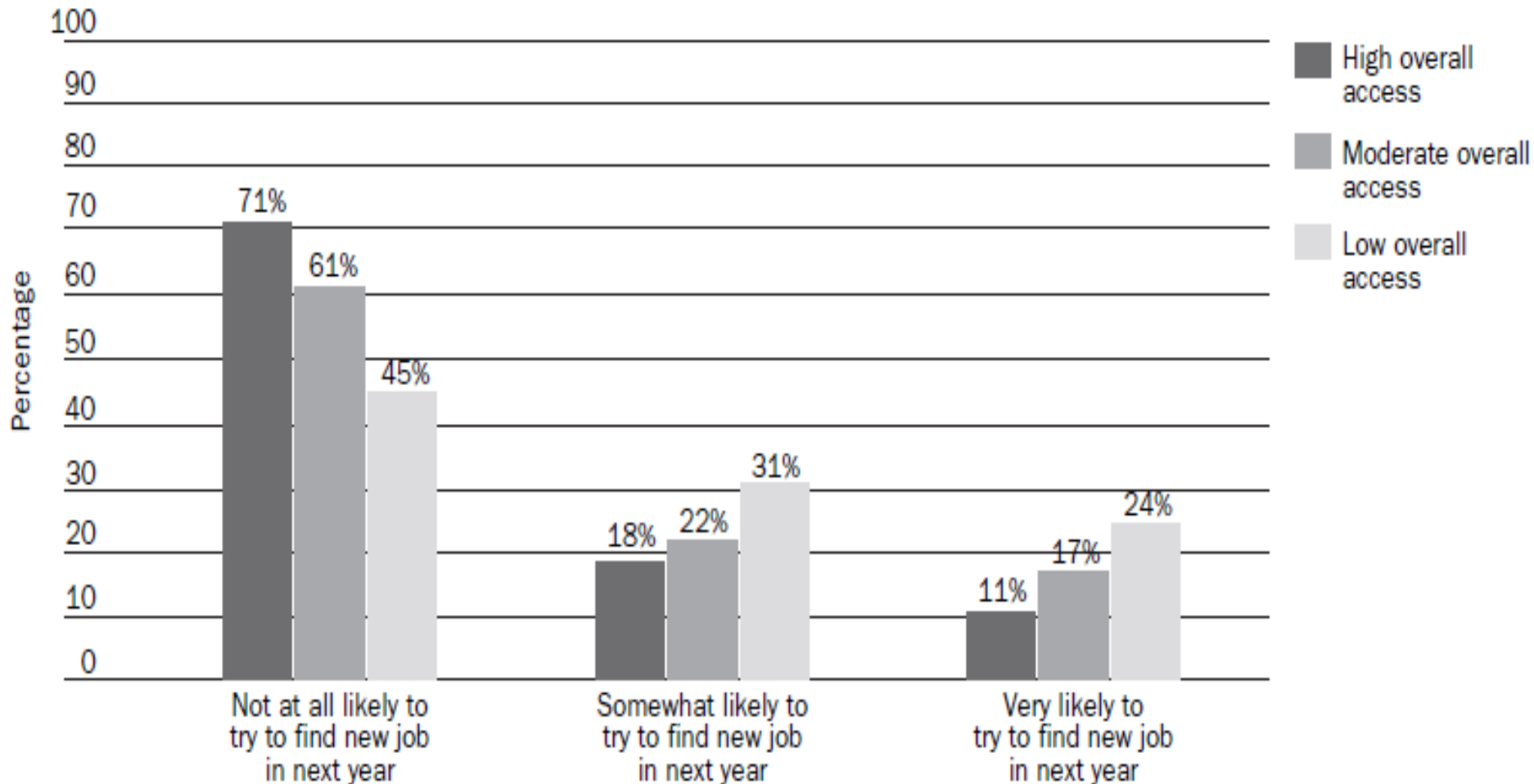
The Relationship Between Job Engagement and the Access to Flexibility



The Relationship Between Job Satisfaction and the Access to Flexibility



The Relationship Between Job Retention and the Access to Flexibility



The Relationship Between Overall Health and the Access to Flexibility

