



FLEXIBILITY

- The Catalyst study *Women and Men in U.S. Corporate Leadership: Same Workplace, Different Realities?* found that although senior-level women and men showed high interest in informal and formal flexible work arrangements, actual utilization of many arrangements was low: ¹
 - 44% currently used flexible arrival/departure time, compared to 36% of men
 - 20% currently could change their schedules ad hoc, compared to 18% of men
 - 13% currently telecommuted/worked from home, compared to 12% of men
 - 9% of women and men could currently change their work locations ad hoc
 - 1% of men and women used a reduced work schedule or worked part time
 - 91% of women and 94% of men agreed that they could be flexible with their schedules when they had a family emergency or personal matter, but only 15% of women and 20% of men agreed that they could use a flexible work arrangement without jeopardizing their career advancement
- According to the *2005 Catalyst Member Benchmarking Report*, high percentages of Catalyst Award-winners offered flexible work arrangements: ²
 - 100% offered compressed work weeks, reduced work schedules/part-time, flexible arrival and departure times, and paid maternity leave
 - 96% offered telecommuting/work from home
 - 91% offered job sharing
- The Families and Work Institute's *2005 National Study of Employers* had numerous findings about flexibility: ³
 - 86% of employers allowed at least some workers to return to work gradually after leaves for childbirth and adoption, although that number dropped to 67% when asked about "all or most" employees
 - 34% allowed some employees to work part of the workweek at home occasionally, but that dropped to 3% when asked about "all or most" employees
 - Small employers (50-99) in most instances were significantly more likely to offer flexibility to all or most employees than employers of other sizes
 - When comparing data from 1998 and 2005, the study found that two measures had increased significantly during that time - 31% of companies in 2005 allowed some employees to change their start and quit times daily, compared to 24% in 1998; and in 44% in 2005 allowed some employees to compress their workweeks, compared to 37% in 1998
- Based on the Hewitt Associates' 2005-2005 survey of major U.S. employers, employers varied on which flexible work arrangement were most available. In 2005: ⁴

- 74% offered alternative work arrangements, up slightly from 73% in 2000
- 59% of employers offer flextime, up slightly from 58% in 2000
- 47% offer part-time employment, down slightly from 48% in 2000
- 32% offered work at home/telecommuting, up from 29% in 2000
- 26% offered job sharing, down from 28% in 2000
- 22% offered compressed workweeks, up slightly from 21% in 2000
- 4% offered phased return from leave in 2005 as well as in 2000
- The 2006 *Benefits Survey* from the Society for Human Resource Management reported what percentage human resource professional said particular benefits were offered at their organizations: ⁵
 - Flextime: 57%
 - Telecommuting on an ad-hoc basis: 45%
 - Compressed workweek: 35%
 - Telecommuting on a part-time basis: 26%
- The Bureau of Labor Statistics looks at flexible work schedules among all U.S. workers: ⁶
 - In May 2004, 27.5% of all full-time wage and salary workers had flexible work schedules that allowed them to vary the time they began or ended work (27,411,000 million workers), down from 28.6% in 2001
 - Men and women used flexible schedules at almost the same rate—28.1% of men and 26.7% of women.
 - 38.8% of these people working flexible hours did so as part of a formal employer-sponsored flextime program (10.7% of the total)
 - Flexible schedules were more common among white workers (28.7%) and Asian workers (27.4%), than black workers (19.7%) or Hispanic workers (18.4%)
 - 44.7% of people in management, business, and financial operations occupations had flexible schedules, with a higher percentage of men having a flexible schedule (46.9%) than women (42.0%)
- In 2006, more women were part-time workers than men: ⁷
 - Of the 138,681,000 people at work in all occupations in the U.S., 23.4% (32,421,000) worked part time
 - Women made up 61.0% of all part-time workers
 - Of the 47,938,000 people in management, professional, and related occupations, 19.4% (9,282,000) worked part time
 - Of the 63,615,000 women at worked in all occupations, 31.1% (19,785,000) worked part time
 - Of the 23,865,000 women in management, professional, and related occupations, 25.2% (6,003,000) worked part time
 - Of the 75,066,000 men at work in all occupations, 16.8% (12,637,000) worked part time
 - Of the 24,074,000 men in management, professional, and related occupations, 13.6% (3,280,000) worked part time

ELDER CARE

- The Families and Work Institute's *2005 National Study of Employers* found that many companies provided time off for elder care: ³
 - 79% of employers say that they provide paid or unpaid time off for employees to provide elder care without risking their jobs, uniformly high for small (50-99 employees), medium (100-999 employees), and large employers (1,000+ employees)
 - 29% of employers offered elder care resource or referral services – 50% of large employers and 25% of small employers
 - Between 1998 and 2005, the percentage of employers who provided access to information about needed services for elder care increased significantly, from 23% to 34%
- The Hewitt Associates' 2005-2005 survey of major U.S. employers saw a decrease in elder care programs:⁴
 - 39% offered elder care benefits, down from 49% in 2000
 - 31% had contracts with referral services
- The Society for Human Resource Management survey found that 26% of employers offered elder care referral services. ⁵

CHILD CARE

- The Families and Work Institute's *2005 National Study of Employers* looked at child care: ³
 - 17% of large employers (1,000+ employees) offered child care at or near the worksite, compared to 5% of small employers (50-99 employees)
 - 54% of large employers offer access to information to help locate community child care, compared to 30% of small employers
 - 72% of large employers offered Dependent Care Assistance Plans (help employees pay for child care with pre-tax dollars) compared to 35% of small employers
 - 4% of large employers reimbursed child care costs when employees travel for business compared to 7% of small employers
 - 4% of large employees offer back-up or emergency child care compared to 7% of small employers
- The Hewitt Associates' 2005-2005 survey of major U.S. employers found that almost all companies offered some sort of child care program in 2005: ⁴
 - 97% offered child care programs, up from 91% in 2000
 - 96% had dependent spending accounts
 - 14% offered sick or emergency child care programs
- According to the Society for Human Resource Management survey, 22% of organizations surveyed permitted employees to bring a child to work in an emergency, and 22% offered a childcare referral service. ⁵

OTHER FAMILY FRIENDLY BENEFITS

- The Families and Work Institute survey found that the average maximum job-guaranteed leave for men following the birth of their child increased from 13.1 weeks to 14.5 weeks, though the study is quick to remind that availability does not equal utilization. ³
- Based on the Hewitt Associates' 2005-2005 survey of major U.S. employers found a low number offered help for lactating mothers who had returned from maternity leave. In 2005: ⁴
 - 12% offered nursing mother's room or a lactation consultant
- The *2006 Benefits Survey* from the Society for Human Resource Management analyzed what percentage human resource professional said particular benefits were offered at their organizations: ⁵
 - Paid family leave: 32%
 - Family leave above and beyond required by FMLA leave: 27%
 - Lactation program/designated are: 23%

DUAL-CAREER COUPLES

- In 2005, 51.3% of married couples were dual-career couples, up from 50.7% in 2004. ⁸
- One study demonstrated how working mothers (and fathers) struggled with time and work-life balance: ⁹
 - Dual-earner couples worked long hours, with combined weekly work hours rising to 91 in 2002, up from 84 hours a decade earlier
 - Working mothers reported having 54 minutes a day of personal time, down from 1.6 hours a day in 1977, while their working spouses' personal time had fallen to 1.3 hours a day, down from 2.1

RESOURCES, TRAINING, AND ACCOUNTABILITY

- According to The Families and Work Institute's *2005 National Study of Employers*: ³
 - 48% train supervisors in responding to work family needs of employees
 - 63% consider how well supervisors/managers manage flexible work arrangement when making performance appraisals and compensation decisions
- The Hewitt Associates' 2005-2005 survey of major U.S. employers found that few organizations had a dedicated department for work-life issues. In 2005: ⁴
 - 11% had a work-life resource library, but only 3% had a work-life department or manager, up from 8% with a library and 2% with a department or manager in 2000

Sources

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