

# Flexible Work & Scheduling

## Flextime

A flexible work schedule allows employees to choose when they work, as long as they put in their hours every week.

Benefits to Employers	Benefits to Children	Benefits to Parents/Families
Increases productivity	Improves physical and social emotional health, through parental stress reduction	Improves health
Improves the bottom line		Increases happiness and job satisfaction
Improves recruitment	Reduces obesity	Reduces stress
Increases retention, reducing turnover costs	Improves education, through increased parental engagement	Allows employees to care for sick or elderly family members
Reduces employee absenteeism		Improves family economic security
Improves relationships with co-workers		
Increases morale, loyalty, commitment		
Increases overall job satisfaction		

31

### Research or Recommendations from National Organizations

A significant amount of research indicates that **flexibility in all forms is one of the most beneficial policies to help employees balance family and work.** Having some control over when or where to work allows workers to juggle the demands of long hours and care for children, according to the National Council on Family Relations.<sup>32</sup>

Research in the *Journal of Health and Social Behavior* shows that employees at Best Buy headquarters who could change their schedules based on their individual needs and job responsibilities reported getting **more sleep, felt less obligated to work when sick, and felt more likely to seek medical help.** Employees reported better sleep quality, higher energy levels, lower emotional exhaustion, physiological stress and work-family conflict and better overall health.<sup>33</sup>

Younger employees see flextime as more important.<sup>34</sup> **Nearly 40 percent of parents nationwide say they've left a job because it lacked flexibility.**<sup>35</sup>

### Range of Practices in the United States

In a 2022 survey of more than 3,000 employers, just over half of all workers (53 percent) have flexibility during core business hours, and 33 percent have flexibility outside of core business hours.<sup>36</sup>

**Part-time workers have less access to flexibility overall (39 percent), as do less skilled and low-wage workers.**<sup>37</sup> This can be extra stressful for low-wage workers, who are just as likely to have responsibilities for child care as high-wage employees, but have fewer financial resources and are less likely to have a partner or spouse who can share family work.<sup>38</sup>