

Workplace Flexibility: It's About Time

Jenny Erwin, Women's Bureau
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Women's Bureau Initiatives Respond to Working Women's Needs

Working Women Want....

- Better Jobs
- Better Earnings
- Better Living

Women's Bureau Initiatives Focus on:

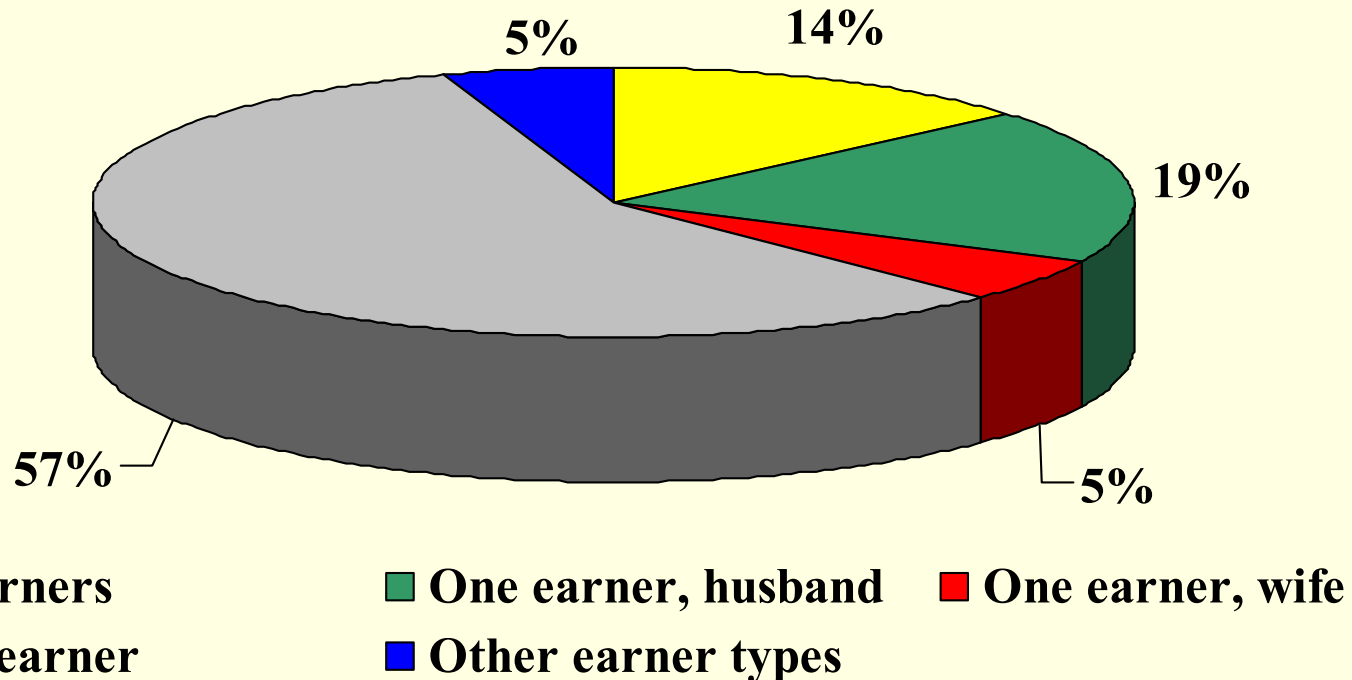
- Financial Security
- Worker Shortages
- Workplace Flexibility

Why Focus on Flexibility?

- Economy has evolved from factory and products to office and services
- Technology and 24/7 culture have increased productivity and nature of way work is performed
- U.S. workers are more likely to have multiple demands and responsibilities than ever before

Shifting Family Demographics

Only 19 percent of married-couple families fit the “traditional” model with a stay-at-home mother and breadwinner father.



Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, March 2005

Shifting Family Demographics

More dual-income married-couple families

- Between 1995 and 2005, the number of dual-income families increased by 21%, from 27 to 33 million

More single-parent families

- Between 1995 and 2005, the number of single-parent families increased by 18%, from 16 to 19 million
- In March 2005, 27% of all children lived in single-parent families

Shifting Labor Force Demographics

More women in the labor force

- 59% of women age 16 and over were in the labor force in 2005 (up from 46% in 1975)
- 63% of women age 16 and over with children under age 6 were in the labor force in March 2005 (up from 39% in 1975)

Sources: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, January 2006; Current Population Survey, March 1975, 2005

More older workers in the labor force

- By 2012 workers between the ages of 35 & 44 will shrink by nearly 3 million – a decline of 6.8%
- By 2012 workers over the age of 55 will grow by more than 10 million workers – a growth of almost 50%

Source: “Labor force projections to 2012: the graying of the U.S. workforce,” BLS Monthly Labor Review, February 2004 and BLS “Occupational projections and training data, 2004-05 edition.

Why Invest in Work-Life Programs?

Companies invest in work-life initiatives, including flexibility, to improve:

- Retention
- Recruitment
- Productivity
- Performance
- Morale
- Commitment
- Job Satisfaction
- Attendance

What is being done to increase Workplace Flexibility in California?

- Women's Bureau Flex-Options program encourages voluntary employer efforts to implement and enhance alternative work schedules
- Union negotiated contracts address variety of alternatives
- Nonprofit organizations offer information and assistance to employers regarding business case for workplace flexibility and sample programs and policies

California and Workplace Flexibility

- State's 8 hour day law requires employer to pay overtime for each hour worked beyond an 8 hour day
- A make-up time provision allows employee to request in writing, time off in exchange for making up time later in the same workweek, as long as total hours don't exceed eleven in one work day.
- Make up law avoids requirement of overtime pay

California's Alternative Work Week

- Employers can propose an alternative workweek as long as proposal does not exceed 10 hours per day, 40 hours per week
- Alternative workweeks must be approved through a secret ballot approved by 2/3rds of workgroup affected by change

Ways Organizations Can Support Workplace Flexibility

- Start at your own organization – assess need from both management and employee perspective
- Share success and challenges with WB
- Utilize the Women’s Bureau Flex-Options website: www.we-inc.org/flex.html
- Sponsor a workplace flexibility forum to increase dialogue and understanding of alternative ways of working

Resources for Further Information

- Women's Bureau: www.dol.gov/wb
- Women Entrepreneurs Inc. and Women's Bureau Workplace Flexibility website: www.we-inc.org/flex.html
- When Work Works www.whenworkworks.org
- Families and Work Institute: www.familiesandwork.org
- Center for Work-Life Law at Hastings College: www.worklifelaw.org
- Center on Work and Aging and Workplace Flexibility at Boston College: www.agingandwork.bc.edu/template_index
- Center for Law and Social Policy, WorkLife Issues: www.clasp.org
- Corporate Voices for Working Families: www.cvworkingfamilies.org
- The Twiga Foundation: www.twigafoundation.org
- The Labor Project for Working Families: www.laborproject.org
- Workplace Flexibility 2010:
[http://www.law.georgetown.edu/Workplace flexibility2010/](http://www.law.georgetown.edu/Workplace%20flexibility2010/)