

Table 593. Type of Work Flexibility Provided to Employees: 2008

[In percent. The National Study of Employers does not ask employers to report on whether they have “written policies,” but rather whether their organization “allows employees to” or “provides the following benefits or programs.” The wording is used for two reasons. First, employers may have written policies, but not “allow” employees to use them. Second, smaller employers are less likely to have written policies than larger ones. For methodology, see source]

Type of work flexibility provided (to employee)	Employer allows all or most employees	Employer size	
		50 to 99 employees	1,000 or more employees
FLEX TIME AND PLACE			
Periodically change starting and quitting times within some range of hours	37	40	37
Change starting and quitting times on a daily basis	10	11	7
Compress workweek by working longer hours on fewer days for at least part of the year	8	10	5
Work some regular paid hours at home occasionally	3	3	2
Work some regular paid hours at home on regular basis	1	1	1
CHOICES IN MANAGING TIME			
Have control over when to take breaks	55	54	51
Have choices about and control over which shifts to work	16	16	16
Have control over paid and unpaid overtime hours	13	14	15
REDUCED TIME			
Move from full time to part time and back again while remaining in same position or level	13	12	12
Share jobs	8	9	5
Work part year (work reduced time on annual basis)	11	10	11
CAREGIVING LEAVE			
Return to work gradually after childbirth or adoption	57	56	54
TIME OFF			
Family or personal time off without loss of pay	45	46	47
Compensatory time off program	18	21	9
Do volunteer work during regular work hours	21	24	20
FLEX CAREERS			
Phase into retirement by working reduced hours over time prior to full retirement	25	25	20
Take sabbaticals (paid or unpaid for six months or more)	21	24	14
Take paid or unpaid time off for education or job training skills	40	41	33
Take extended career breaks for caregiving or other personal or family reasons	47	48	44
Receive special consideration when returning to the organization after an extended career break	28	29	21

Source: Families and Work Institute, “2008 National Study of Employers” (copyright); <<http://familiesandwork.org/site/research/reports/main.html>>.