

**A Summary of Data from Families and Work Institute's
National Study of Employers (2008)**

**Providing an Overview of Access to Flexible Work Arrangements
Offered by Employers of Different Sizes**

This memo presents data from the Families and Work Institute's 2008 National Study of Employers describing the similarities in access to flexible work arrangements ("FWAs") for employees of small and large employers. The 2008 National Study of Employers ("2008 Study") provides a comparison of the availability of 12 types of FWAs to employees of small (50-99 employees) and large (over 1,000 employees) employers.¹

The most recent data indicates that, with one exception, there is little variation between small and large employers with respect to the availability of FWAs. For example, small businesses are slightly more likely than large businesses to allow employees to share jobs (9% vs. 5%), while large businesses are slightly more likely to allow employees to work a reduced amount of time on an annual basis (11% vs. 10%), but neither of these differences are statistically significant. Overall, small employers are as or more likely than large employers to provide 10 of the 12 types of FWAs measured by the 2008 Study.

To put these numbers in context, following are some data on how many of our nation's employees are employed by small, medium and large employers. Small employers (with less than 99 employees) employ more than half of our nation's workforce. According to Bureau of Labor Statistics data from 2004, medium employers (with 100 to 999 employees) employ 32% of the nation's workforce, and large employers (with 1000 or more employees) employ 11% of our nation's workforce.²

¹The study does not include data on employers with between 100 and 999 employees, but the study reports that "in almost every case, the responses of medium-size employers fall between those of small and large employers." Families and Work Institute, *2008 National Study of Employers* at 4, available at <http://familiesandwork.org/site/research/reports/2008nse.pdf>.

²Shail J. Butani et al., *Business Employment Dynamics: Tabulations by Employer Size*, MONTHLY LAB. REV. (Feb. 2006) at 5, available at <http://www.bls.gov/opub/mlr/2006/02/art1full.pdf>. In addition, 42% of low wage workers are employed by companies with fewer than ten employees, and an additional 11% of low wage workers are employed by companies with 11-24 employees. Urban Institute and Workplace Flexibility 2010, *Lower Wage Workers and Flexible Work Arrangements*, July 10, 2008 (in Study Group binders).

Although employer size was not a significant factor in whether employers provided FWAs, the 2008 Study did find that employers that provided flexibility³ were most likely to:

- “be nonprofits;
- be in the finance and in professional services sectors;
- operate in more than one location;
- have fewer union members;
- have fewer hourly employees;
- have more women and more minorities in top positions or who report directly to those in top positions; and
- have more part-time employees.”⁴

³The National Study of Employers has a broad definition of flexibility which includes: flex time and place; choices in managing time; reduced time; caregiving leaves; time off; flex careers; and culture of flexibility. See *supra* note 1 at 12.

⁴See *supra* note 1 at 7.

WORKPLACE FLEXIBILITY 2010

Georgetown University Law Center

The table below, excerpted from the **2008 National Study of Employers**, contains data on the availability of 12 types of flexible work arrangements broken out by size of employer.

| TYPE OF FLEXIBILITY | SMALL (50 TO 99) EMPLOYEES | LARGE (1,000 OR MORE EMPLOYEES) |
|---|-------------------------------|------------------------------------|
| Periodically changing start and quitting times within some range of hours | 40% | 37% |
| Change start and quitting times on a daily basis | 11% | 7% |
| Compress workweek by working longer hours on fewer days by at least part of the year | 10% | 5% |
| Work some regular paid hours at home occasionally | 3% | 2% |
| Work some regular paid hours at home on a regular basis | 1% | 1% |
| Have control over when to take breaks | 54% | 51% |
| Have choices about and control over which shifts to work | 16% | 16% |
| Have control over paid and unpaid overtime hours | 14% | 15% |
| Move from full time to part time and back again while remaining in the same position or level | 12% | 12% |
| Share jobs | 9% | 5% |
| Work part year i.e., work reduce time on an annual basis | 10% | 11% |
| Phase into retirement by working reduced hours over a period of time prior to full retirement | 25% | 20% |