

FLEXIBLE WORK OPTIONS: FLEXIBLE SCHEDULES

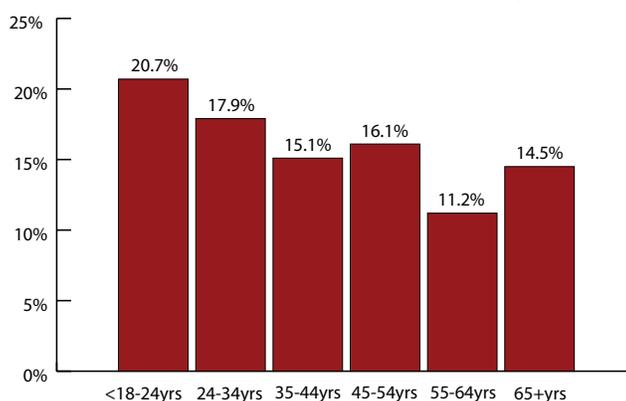
Q: Are older workers more likely to want access to flexible scheduling, compared to workers of other age groups?

- In a 2007 survey, 76% of Mature workers said “Freedom to set own hours if the work gets done” is appealing, compared to 74% of Baby Boomers, 73% of Generation X workers, and 63 % of Generation Y workers. (Fig. 07, p. 12) Generations are defined as: Generation Y = adults whose birth year falls between 1980 and 1988; Generation X = 1965 and 1979; Baby Boomer = 1946 and 1964; Mature = 1900 and 1945. (Ranstad, 2007).
- In a 2004 survey on phased retirement preferences, older workers said they hoped to work part-time (63 percent) or more flexible hours (48 percent). (Watson Wyatt Worldwide, 2004)
- The Conference Board reports that nearly half of the respondents to its recent survey stated that “more flexibility in working hours would prevent them from retiring.” (The Conference Board, 2002: 22).

Q: How many older workers use flexible work hour options, compared to workers of other age groups?

- According to the Current Population Survey conducted by Census Bureau, in 2001, 30.3% of full time wage and salaried workers aged 25 to 34 used flexible schedules for their primary jobs. Among other age groups: 29.9% of those aged 35 to 44, 29.2% of those aged 45 to 54, 26.4% of those aged 55 to 64, and 31.2% of those 65 years and older used flexible schedules for their primary jobs. (U.S. Census Bureau, 2005).
- According to the 2001 Current Population Survey conducted by Census Bureau, the use of flexible schedules varies by gender, with higher percentages of men reporting use than women in every age group. 31.2% of men 45 to 54 years old use flexible schedules in contrast to 26.8% of women; 28.8% of men 55-64 use in comparison to 23.5% of the women; and 36.7% of the men 65 years and older in comparison to the 22.0% of the women. (U.S. Census Bureau, 2005).
- “Workers in the 55-64 year-old age group use options such as flexible work hours less than employees in other age groups.” For example, only 11.2% of workers aged 55-64 use flexible work schedules “a lot”, compared to 20.7% of workers aged 18-24. (Pitt-Catsouphes & Smyer, 2006). See Figure 1.

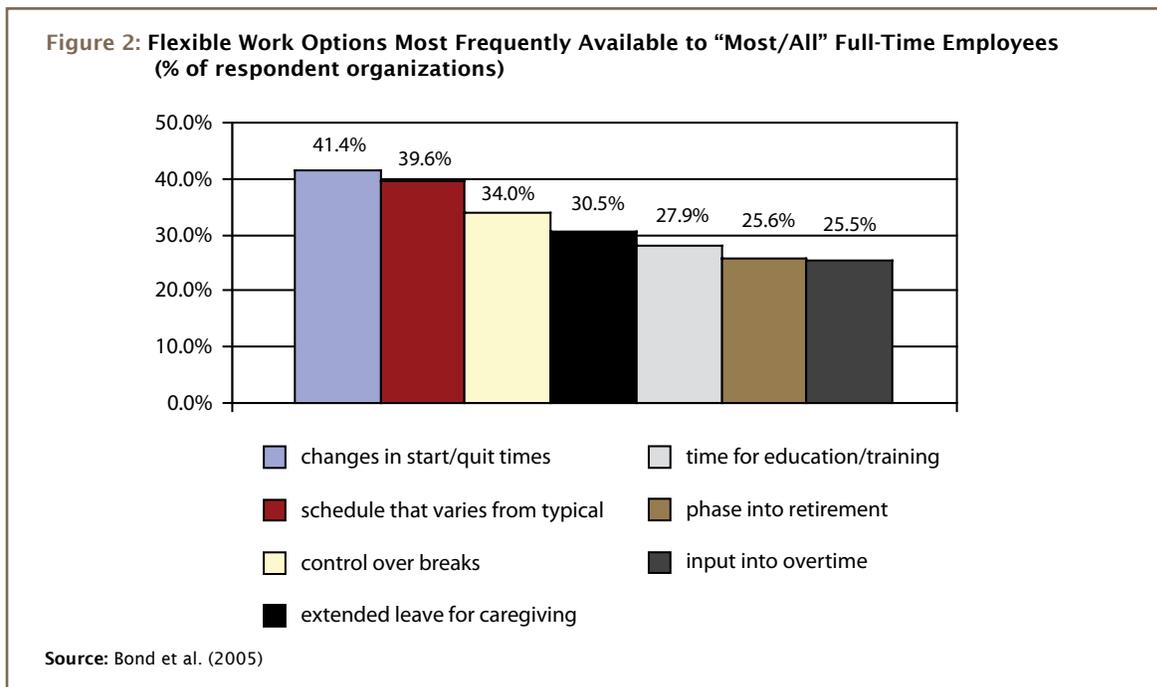
Figure 1: Percent of Workforce Using Flexible Schedules “A Lot” by Age



Source: Bond et al (2002).

Q: How many employers offer flexible scheduling to their employees?

- According to analysis of the National Study of Business Strategy and Workforce Development, the flexible work options offered by the highest percentage of employers to “most/all” of their full-time employees include employees’ ability to: request changes in starting and quitting times from time to time (41.4%); choose a schedule that varies from the typical schedule at the worksite (39.6%); have some control when they take breaks (34.0%); take extended leave for caregiving (30.5%); take paid/unpaid time from work for education or training (27.9%); phase into retirement (25.6%); and have input into the decisions about the amount of paid or unpaid overtime hours that they work (25.5%). (Pitt-Catsouphes, Smyer, Matz-Costa, & Kane, 2007: 15). See Figure 2.



- According to a 2007 national study of employers, 23.8% of the respondents indicated that most/all of their full-time employees have the option to make choices about the shifts that they work and 20.7% of the respondents offer the option of a compressed work week. (p. 16) (Pitt-Catsouphes, M., Smyer, M. A., Matz-Costa, C., & Kane, K., 2007).

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