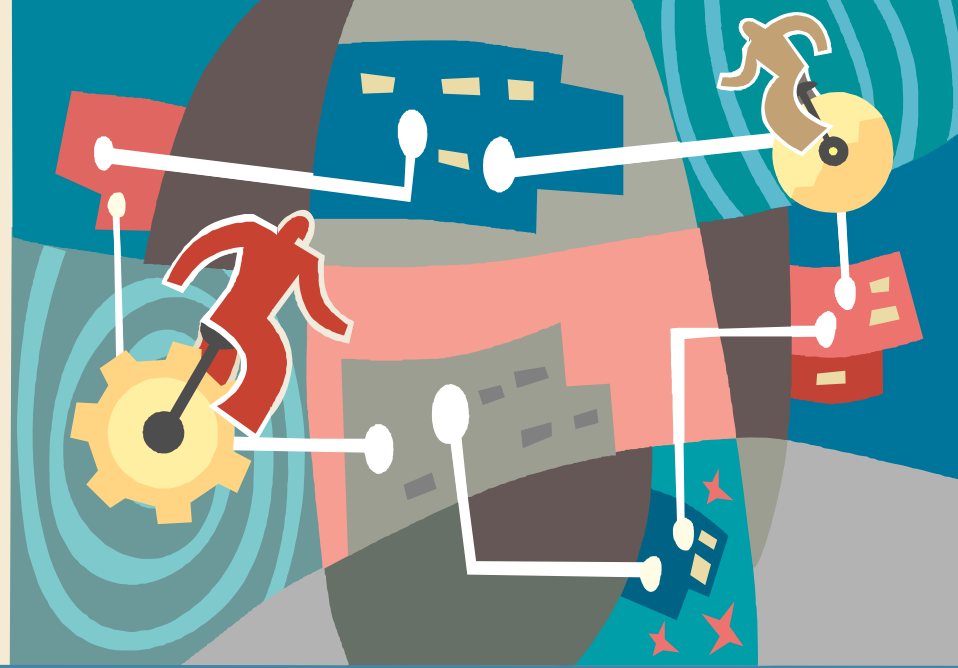


National Study of Employers 1998-2005



Women's Bureau Flex-Options Call

February 16, 2006

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Research studies by Families and Work Institute

2005 National Study of Employers (2005 NSE)
(funded by the Alfred P. Sloan Foundation)

1998 Business Work Life Study (1998 BWLS)

2003 National Study of the Changing Workforce (2003 NSCW) –
a study of the U.S. labor force conducted every five years

When Work Works: A Project on Workplace Effectiveness and
Workplace Flexibility
(funded by IBM and the Alfred P. Sloan Foundation)

Generation & Gender in the Workplace (funded by ABC)

Leaders in a Global Economy
(funded by 12 multi-national corporations)

Overwork in America: When the Way We Work Becomes Too Much



How Have *Employers'* Responses Changed from 1998 to 2005?

Finding

- *Employers* are maintaining or increasing their commitment to flexible time policies

Item	1998 BWLS	2005 NSE	Sig.
% Allowing (at least some) Employees to Periodically Change Starting and Quitting Times:	(554) 68%	(428) 70%	ns
% Allowing (at least some) Employees to Change Starting and Quitting Times Daily:	(552) 24%	(432) 31%	*
% Allowing (at least some) Employees to Move from Full-Time to Part-Time Work then Back in the Same Position:	(544) 57%	(421) 55%	ns

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding (continued)

- *Employers* are maintaining or increasing their commitment to flexible time policies

Item	1998 BWLS	2005 NSE	Sig.
% Allowing (at least some) Employees to Share Jobs:	(547) 38%	(413) 44%	ns
% Allowing (at least some) Employees to Compress Their Workweek:	(554) 37%	(427) 44%	*
% Allowing (at least some) Employees to Work at Home or Off-Site on a Regular Basis:	(555) 33%	(432) 35%	ns
% Allowing (at least some) Employees to Return to Work Gradually after Childbirth:	(548) 81%	(421) 85%	ns

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding

- *Employers* are maintaining their commitment to personal and family leave

Item	1998 BWLS	2005 NSE	Sig.
% Offering (most) Employees Paid Sick Days:	(554) 86%	(433) 82%	<i>ns</i>
% Offering (most) Employees a Few Days Off to Care for Mildly Ill Children without Losing Pay or Having to Use Vacation Days:	(554) 49%	(433) 51%	<i>ns</i>
Maximum Job-Guaranteed Leave for Women Following the Birth of Their Child:	(522)	(374)	
Fewer than 12 weeks	13%	14%	<i>ns</i>
12 weeks	55	56	
More than 12 weeks	31	31	
Average Maximum Job-Guaranteed Leave for Women Following the Birth of Their Child:	(522) 16.1 weeks	(374) 16.7 weeks	<i>ns</i>

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; *ns* = not significant

Finding

- *Employers are less likely to offer full pay for maternity disability leave than 7 years ago*

Item	1998 BWLS	2005 NSE	Sig.
Do Female Employees Who Give Birth Receive Any Pay from Any Source During the Period of Their Disability?	(512)	(364)	
Yes	53%	54%	<i>ns</i>
No	47	46	
Do Employees Who Receive at Least Some Pay During the Period of Maternity-Related Disability Receive Full or Part Pay?	(256)	(192)	
Full pay	27%	18%	**
Part pay	60	64	
Depends on situation	13	19	
Is Disability pay Provided as Part of a Temporary Disability Insurance Benefit?	(269)	(192)	
Yes	81%	78%	<i>ns</i>
No	19	22	

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; *ns* = not significant

Finding

- *Employers are offering more time off for men*

Item	1998 BWLS	2005 NSE	Sig.
Maximum Job-Guaranteed Leave for Men Following the Birth of Their Child:	(487)	(364)	
Fewer than 12 weeks	15%	18%	<i>ns</i>
12 weeks	69	61	
More than 12 weeks	15	20	
Average Maximum Job-Guaranteed Leave for Men Following the Birth of Their Child:	(487) 13.1 weeks	(364) 14.5 weeks	*
Do Men Receive Any Paid Time Off Following the Birth of Their Child?	(476)	(336)	
Yes	13%	12%	<i>ns</i>
No	87	88	

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; *ns* = not significant

Finding

- *Employers* have not changed the time off they provide for adoption and for family illness

Item	1998 BWLS	2005 NSE	Sig.
Maximum Job-Guaranteed Leave for Employees Following the Adoption of a Child:	(487)	(364)	
Fewer than 12 weeks	13%	15%	<i>ns</i>
12 weeks	72	66	
More than 12 weeks	15	19	
Average Maximum Job-Guaranteed Leave for Employees Following the Adoption of a Child:	(487) 13.4 weeks	(364) 14.8 weeks	<i>ns</i>
Maximum Job-Guaranteed Leave for Employees to Care for Seriously Ill Family Members:	(487)	(364)	
Fewer than 12 weeks	14%	13%	<i>ns</i>
12 weeks	73	68	
More than 12 weeks	13	19	
Average Maximum Job-Guaranteed Leave for Employees to Care for Seriously Ill Family Members:	(487) 13.5 weeks	(364) 14.7 weeks	<i>ns</i>

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; *ns* = not significant

Finding

- *Employers* are maintaining their commitment to child care

Item	1998 BWLS	2005 NSE	Sig.
% Offering Child Care Resource & Referral Services:	(554) 36%	(430) 37%	ns
% Offering Dependent Care Assistance Plans (DCAP):	(554) 51%	(433) 56%	ns
% Offering Direct Financial Assistance for Child Care:	(555) 5%	(430) 4%	ns
% Reimbursing Child Care Costs When Employees Work Late:	(547) 4%	(428) 2%	ns
% Reimbursing Child Care Costs When Employees Travel for Business:	(538) 6%	(425) 5%	ns

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding (continued)

- *Employers* are maintaining their commitment to child care

Item	1998 BWLS	2005 NSE	Sig.
% Providing Child Care at or Near the Work Site:	(554) 9%	(434) 10%	<i>ns</i>
% Providing Child Care for School-Age Children on Vacations:	(554) 6%	(432) 4%	<i>ns</i>
% Providing Back-Up or Emergency Care When Employees' Regular Arrangements Fall Apart:	(554) 4%	(433) 6%	<i>ns</i>
% Providing Sick Child Care program:	(551) 5%	(427) 6%	<i>ns</i>
% Providing Support for Local Child Care Services through Contributions beyond United Way:	(542) 9%	(423) 9%	<i>ns</i>

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; *ns* = not significant

Finding

- *Employers* are maintaining or increasing programs that serve employees with teens

Item	1998 BWLS	2005 NSE	Sig.
% Providing Special Programs to Help Employees Who Have Teenage Children:	(552) 12%	(432) 10%	<i>ns</i>
% Providing After-School Programs for the Teenage Children of Employees:	(557) <1%	(430) 1%	<i>ns</i>
% Providing Financial Support for Community Programs that Serve Teens:	(556) 0%	(431) <1%	<i>ns</i>
% Providing Seminars or Workshops for Parents of Teens:	(545) 0%	(431) <1%	<i>ns</i>
% Providing Summer Programs for Teens:	(554) 0%	(430) <1%	<i>ns</i>

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; *ns* = not significant

Finding (continued)

- *Employers* are maintaining or increasing programs that serve employees with teens

Item	1998 BWLS	2005 NSE	Sig.
% Providing Employee Assistance Programs for Parents of Teens:	(527) 0%	(430) 5%	***
% Providing Referral Information Services/800 Hotline for Parents of Teens:	(551) 0%	(430) <1%	ns
% Providing Scholarships or Educational Assistance for Teens:	(553) 0%	(430) <1%	ns
% Providing Counseling for Parents and Teens:	(538) 0%	(431) 2%	*

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding

- *Employers* are increasing R&R and maintaining EAP for elder care

Item	1998 BWLS	2005 NSE	Sig.
% Providing Access to Information about Needed Services for Elderly Family Members:	(549) 23%	(432) 34%	***
% Providing Financial Support for Local Elder Care Services beyond United Way Contributions:	(540) 5%	(421) 5%	ns

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding

- *Employers* are maintaining their commitment to EAP programs and to family-related workshops

Item	1998 BWLS	2005 NSE	Sig.
% Providing EAP Programs to Help Employees Deal with Problems that May Affect Their Work or Personal Life:	(554) 56%	(431) 56%	ns
% Providing Workshops or Seminars on Parenting, Child Development, Care of the Elderly, or Work-Family Problems:	(554) 25%	(433) 26%	ns

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding

- *Employers* are maintaining or increasing their provision of health insurance but decreasing their share of the cost of premiums

Benefits	1998 BWLS	2005 NSE	Sig.
% Providing Health Insurance Coverage for Full-Time Employees:	(556) 97%	(436) 98%	ns
% Providing Health Insurance Coverage for Family Members:	(555) 95%	(434) 94%	ns
% Paying All, Part or None of the Premium for Family Members' Health Insurance:	(527)	(404)	
All	12%	7%	**
Part	75	75	
None	13	17	

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding (continued)

- *Employers* are maintaining or increasing their provision of health insurance but decreasing their share of the cost of premiums

Benefits	1998 BWLS	2005 NSE	Sig.
% Providing Health Insurance Coverage for Unmarried Partners of Employees:	(513) 14%	(372) 21%	*
% Providing Health Insurance Benefits to Part-Time Employees:	(529) 33%	(373) 38%	ns
% Providing Space and Storage Facilities at Work that Allow Women Who Are Nursing to Continue to Do So by Expressing Milk:	(546) 37%	(420) 36%	ns

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding

- *Employers* are also cutting back on other benefits that have direct costs

Benefits	1998 BWLS	2005 NSE	Sig.
% Providing Short-Term, Non-Occupational Disability Insurance:	(550) 70%	(428) 70%	ns
% Providing Defined-Benefit Pension Plan:	(550) 48%	(420) 41%	*
% Providing 401(k), 403(b), or Other Retirement Plan:	(556) 90%	(433) 90%	ns
% Contributing to Employee Retirement Plans:	(499) 91%	(432) 81%	***

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant

Finding

- *Employers* are maintaining their commitment to volunteering but decreasing support for programs that don't serve *employees*

Item	1998 BWLS	2005 NSE	Sig.
% Enabling or Encouraging Employees to Volunteer for Community Programs that Help Families:	(549) 50%	(432) 47%	ns
% Providing Financial Support to Community Programs that Help Families Other than the Families of Employees:	(535) 56%	(421) 37%	***

Statistical significance: * $p < .05$; ** $p < .01$; *** $p < .001$; ns = not significant



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