

WHY BUSINESSES SHOULD IMPLEMENT WORKPLACE FLEXIBILITY

➤ **IT'S A SMART INVESTMENT.**

According to the Sloan Center on Aging and Work at Boston College, implementing workplace flexibility enhances recruitment, improves employee performance and productivity, increases retention and reduces turnover, results in better customer coverage and higher levels of customer satisfaction, increases cost savings and profits, provides high return on investment, and reduces absenteeism and presenteeism.

➤ **IT IMPROVES EMPLOYEE PRODUCTIVITY, MORALE, AND RETENTION.**

The Urban Institute at Georgetown Law School report that employees with access to flexible work arrangements tend to be more satisfied, committed, and engaged with their jobs, which leads to increased innovation, quality, productivity, market share, and lower turnover.

➤ **IT HAS WORKED WELL IN OTHER COUNTRIES.**

A number of European countries, including Great Britain, France, Germany and Holland, have successfully implemented laws granting employees the right to ask for flexible workplace arrangements without fear of retaliation and require employers to consider such requests in good faith.

➤ **IT BENEFITS COMPANIES WITH HOURLY AND SALARIED WORKERS.**

The UC Hastings Center for Work Life Law has found that in some industries employing hourly workers, turnover rates are as high as 80% to 500%. Flexibility increases productivity, leads to greater ease in scheduling, and improves retention of hourly workers, thereby reducing the high cost of turnover in these industries.

➤ **IT PROMOTES GENDER DIVERSITY AND GENDER BALANCE IN LEADERSHIP.**

By offering flexible work arrangements, companies retain more talented women and are able to increase the number of women in leadership roles. Flexible work arrangements have also been shown to increase job retention among lower income women, leading to greater workplace experience and skills, career advancement, and higher earnings and retirement benefits.

➤ **IT BENEFITS BOTH MEN AND WOMEN.**

The numbers of men requesting flexible work arrangements has increased dramatically. According to a 2011 study by the Sloan Center, 95% of working fathers agreed that workplace flexibility would impact their decision when considering a new job; more than three quarters reported using flex-time on a formal or informal basis; 57% worked from home at least some part of the time; and 27% utilized compressed workweeks.

CONTRIBUTING COALITION MEMBERS

The San Francisco Department on the Status of Women, The Legal Aid Society, Next Generation, and Equal Rights Advocates.

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