

# Workflex for All

## A Win-Win for Employees and Employers

When it comes to meeting work-life needs and improving options over how, when and where work gets done, both employers and employees win with workplace flexibility – or Workflex.

Workflex provides more time off for employees, more predictability for employers and more options for everyone. *Workflex for All* is a win-win.

### A Win for Employees Looking for Answers

**42%** 

have childcare responsibilities <sup>1</sup>  
31% expect to provide elder care in next five years <sup>1</sup>

**46%** of men & 43% of women report work-family conflict <sup>1</sup>



**46%** experience three or more stress indicators <sup>1</sup>

### A Win for Employers Offering Solutions

Employers are offering Workflex options <sup>2</sup>

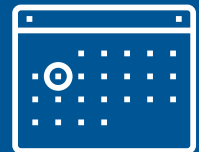
- 81% Flextime
- 66% Telework as needed
- 44% Shift flexibility
- 43% Compressed work week
- 40% Telework full time
- 19% Job sharing



**39%**  say retention of employees drives their Workflex offerings <sup>2</sup>

Employers offer generous and varying paid leave <sup>3</sup>

- 58% Vacation
- 52% Sick leave
- 41% Paid time off



**Support the Workflex in the 21st Century Act**

Learn more at [advocacy.shrm.org](http://advocacy.shrm.org)



<sup>1</sup> 2016 National Study of the Changing Workforce (NSCW), <http://whenworkworks.org/downloads/Effective-Workplace-Index-ES.pdf>

<sup>2</sup> 2016 SHRM National Study of Employers, <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/National%20Study%20of%20Employers.pdf>

<sup>3</sup> 2014 National Study of Employers, <http://www.whenworkworks.org/be-effective/resources/paid-time-off-14-national-study-of-employers>