

Working Parents and Workplace Flexibility in New Hampshire

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Building knowledge for families and communities



The Carsey Institute was established in 2002 with a generous gift from Marcy Carsey '66.

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Survey of New Hampshire Working Families



Survey of New Hampshire Working Families



- Carsey Institute at UNH
- UNH Cooperative Extension
- NH Department of Employment Security
- NH Legislative Task Force on Work and Family
- UNH Survey Center

Working Parents in New Hampshire

- 87% are married or cohabitating
- Majority have one or two children



- Working parents in our state are highly educated, with 60% having some college or more education



Working Parents in New Hampshire



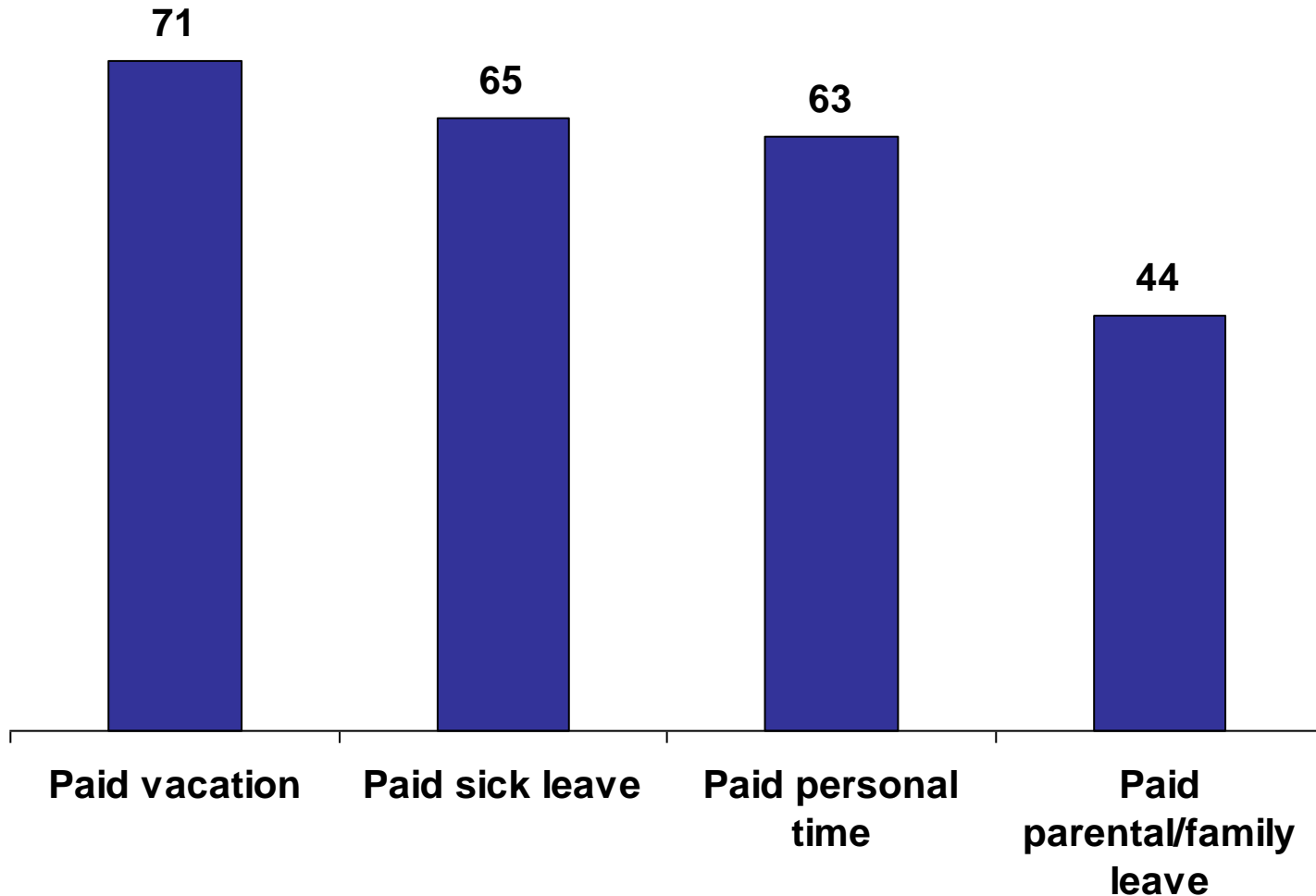
- Overall, 77% work full-time (35 or more hours per week).
- Majority work a regular, daytime schedule.
- One in five work for a small employer (less than 10 employees).
- 53% work for a for-profit firm.

Work and Family Fit



Paid Leave

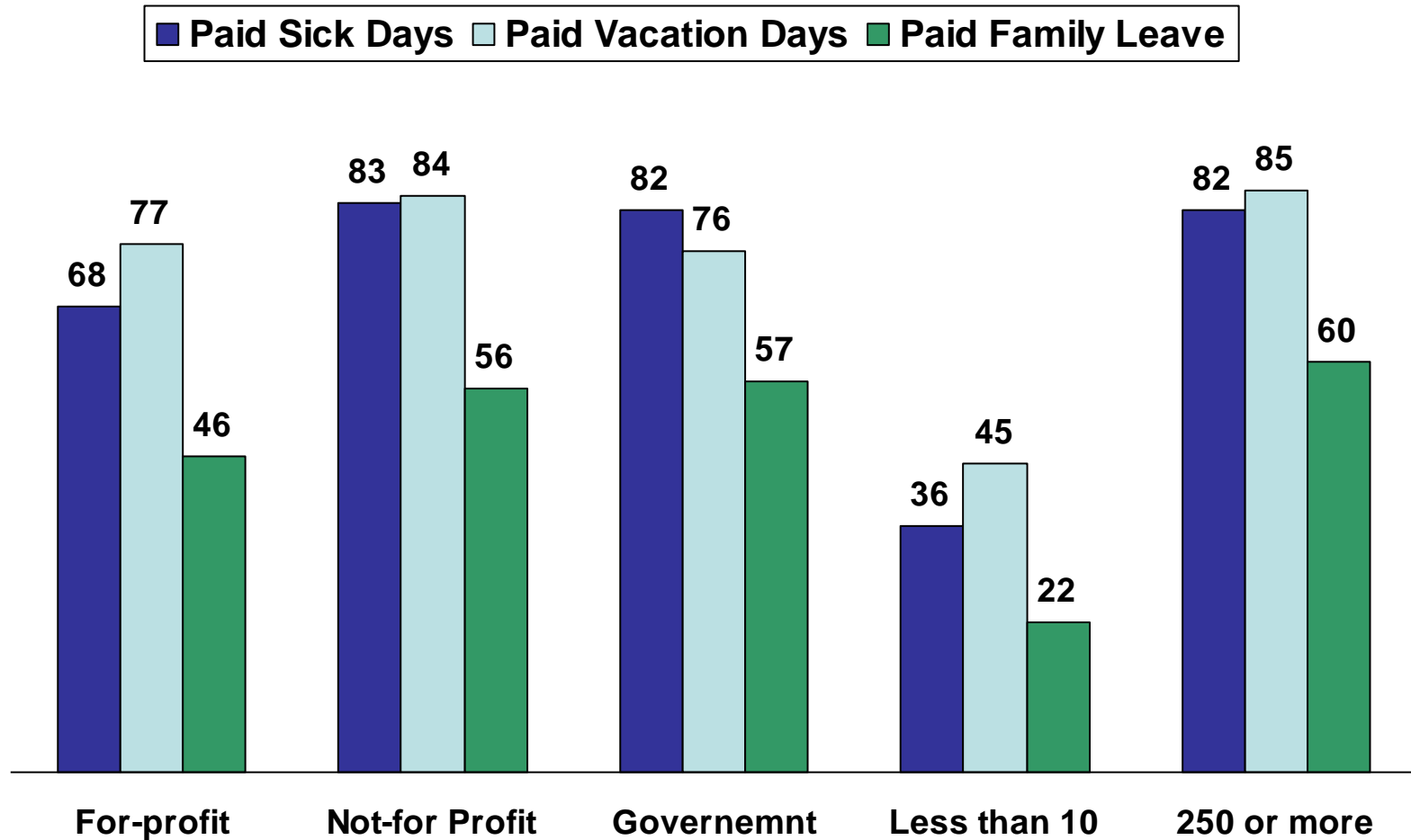
Percent of working parents who have access to paid leave



Source: Survey of New Hampshire Working Families

Paid Leave by Employer Type and Firm Size

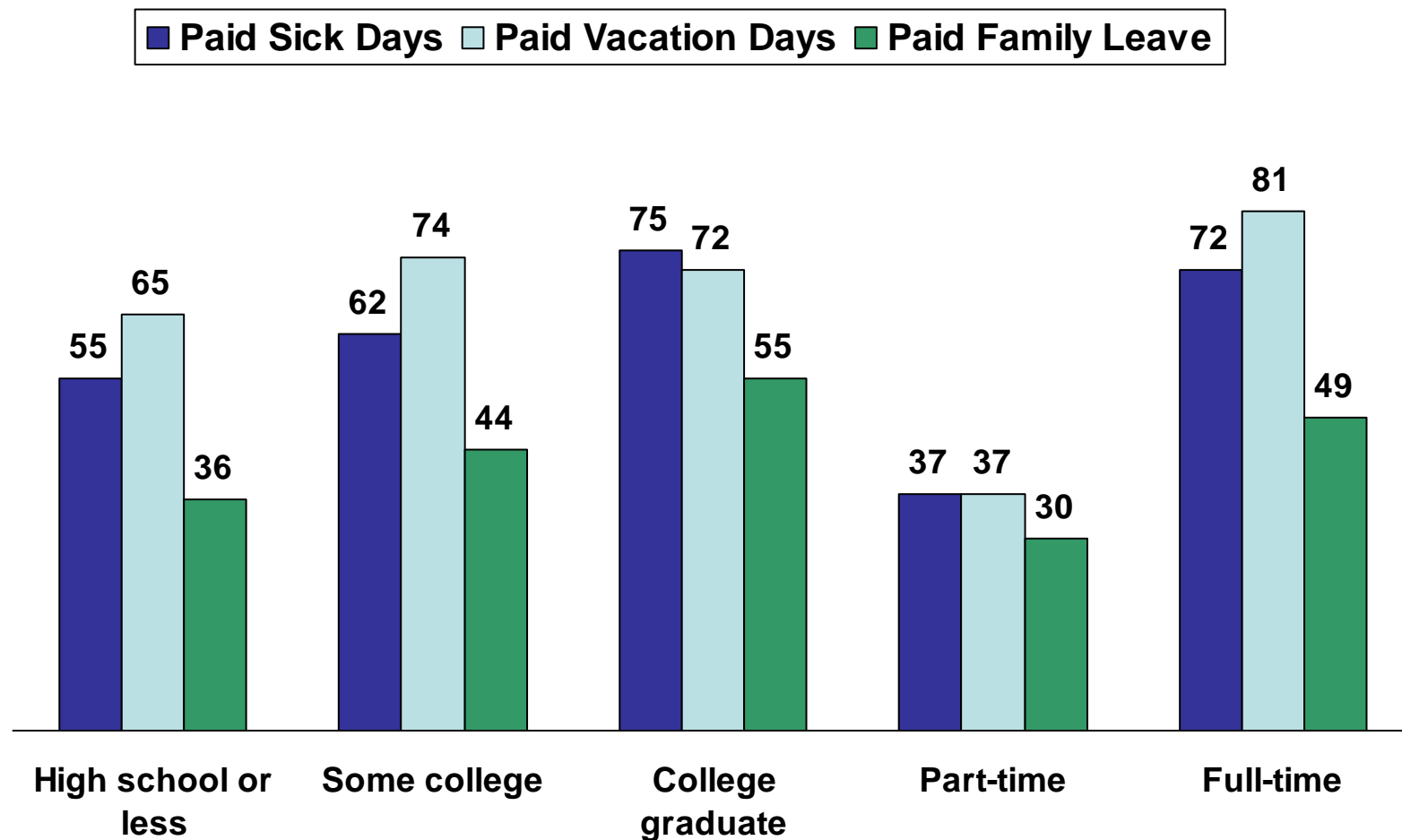
Percent of working parents who have access to paid leave



Source: Survey of New Hampshire Working Families

Paid Leave by Education and Work Hours

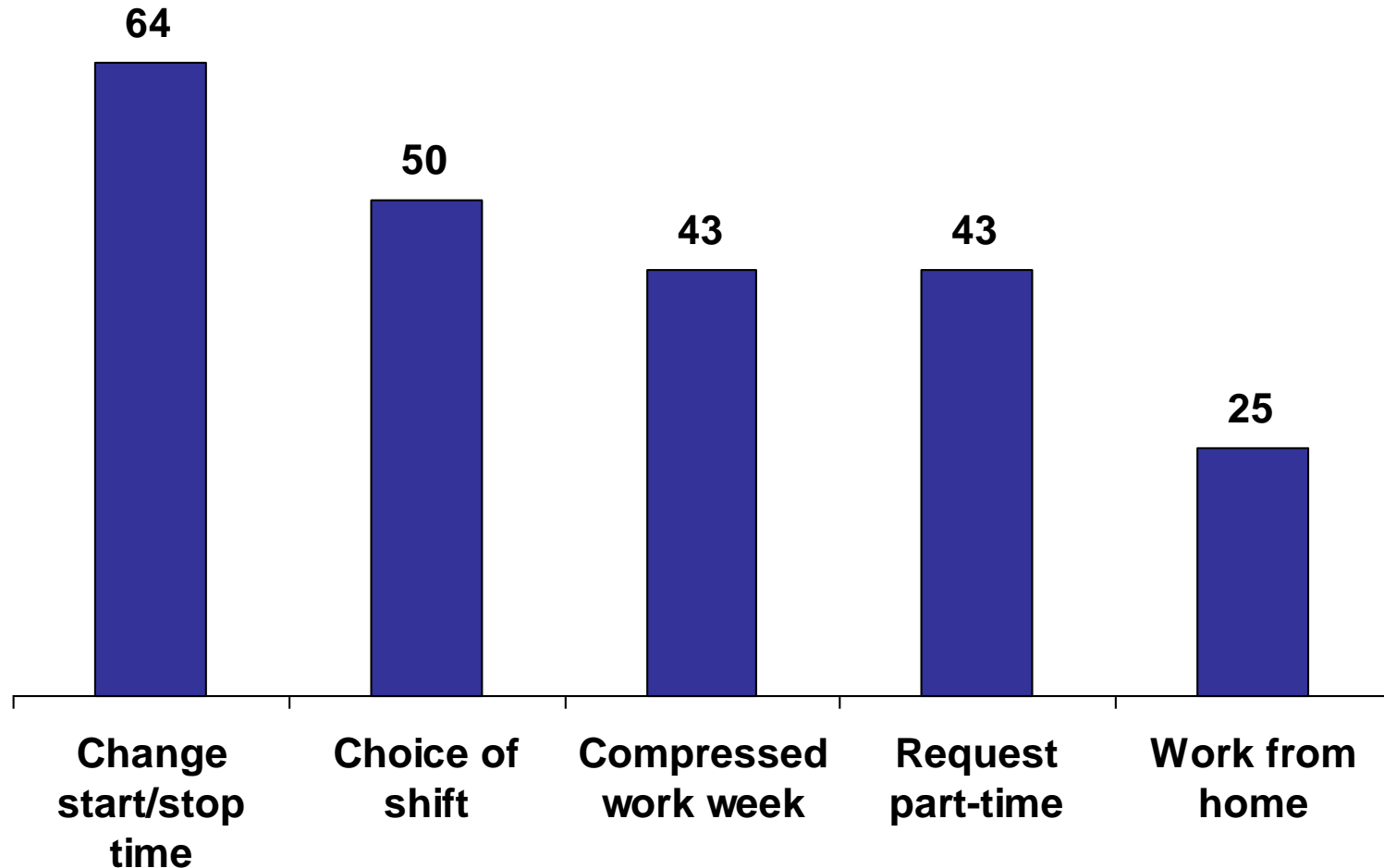
Percent of working parents who have access to paid leave



Source: Survey of New Hampshire Working Families

Flexible Workplace Policies

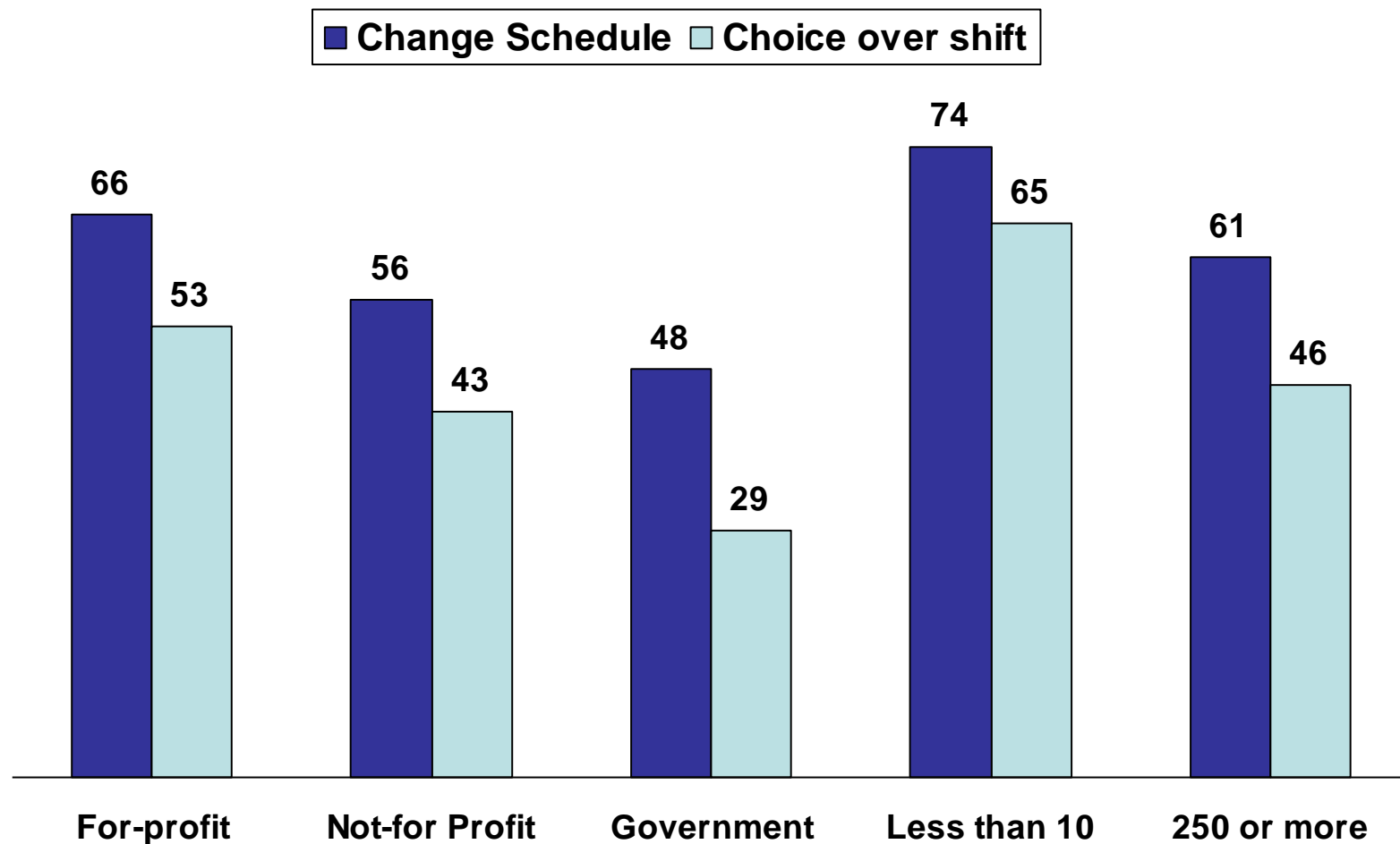
Percent of working parents who have access to flexible workplace policies



Source: Survey of New Hampshire Working Families

Flexible Policies, Employer Type & Firm Size

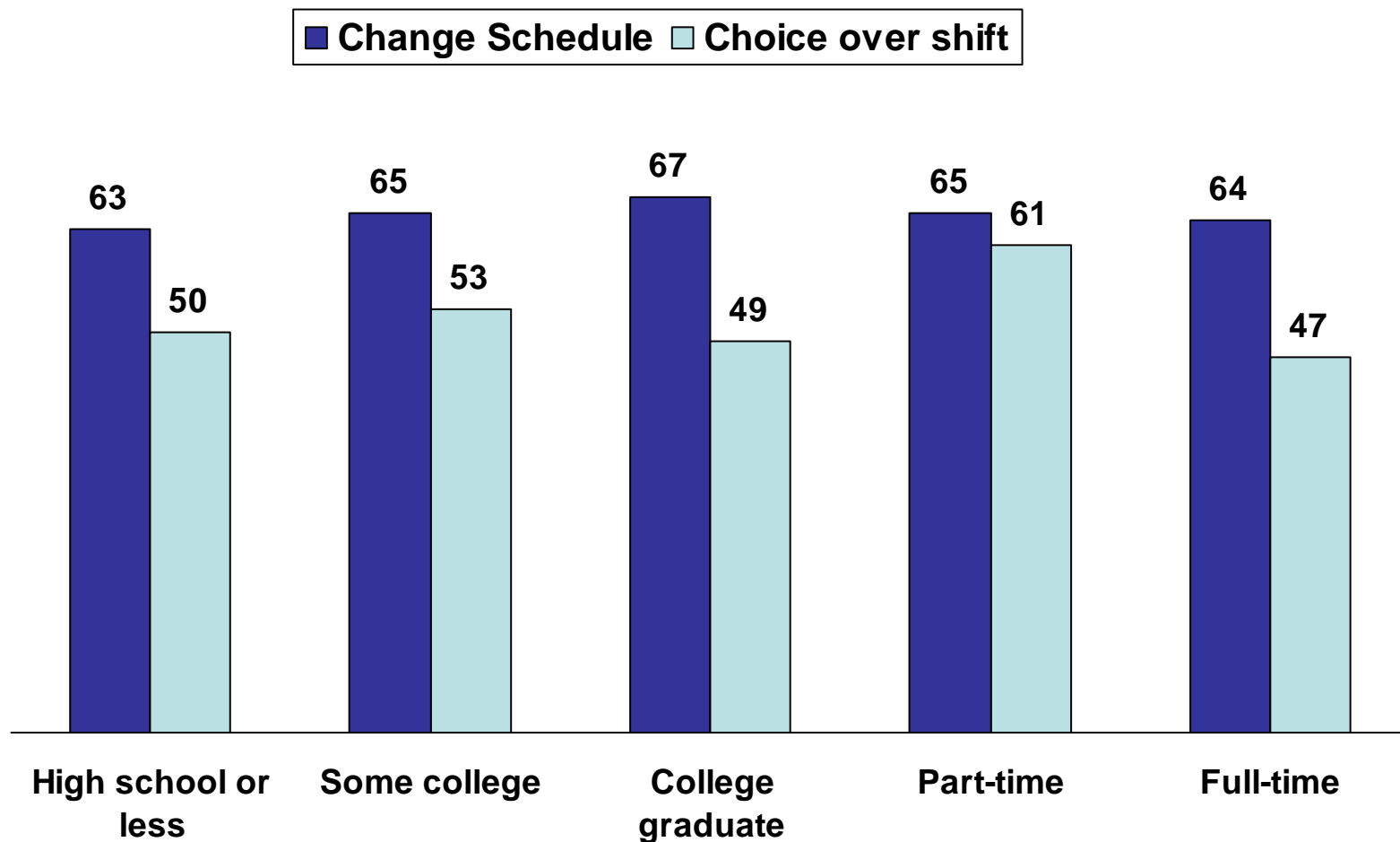
Percent of working parents who have access to flexible workplace policies



Source: Survey of New Hampshire Working Families

Flexible Policies by Education and Work Hours

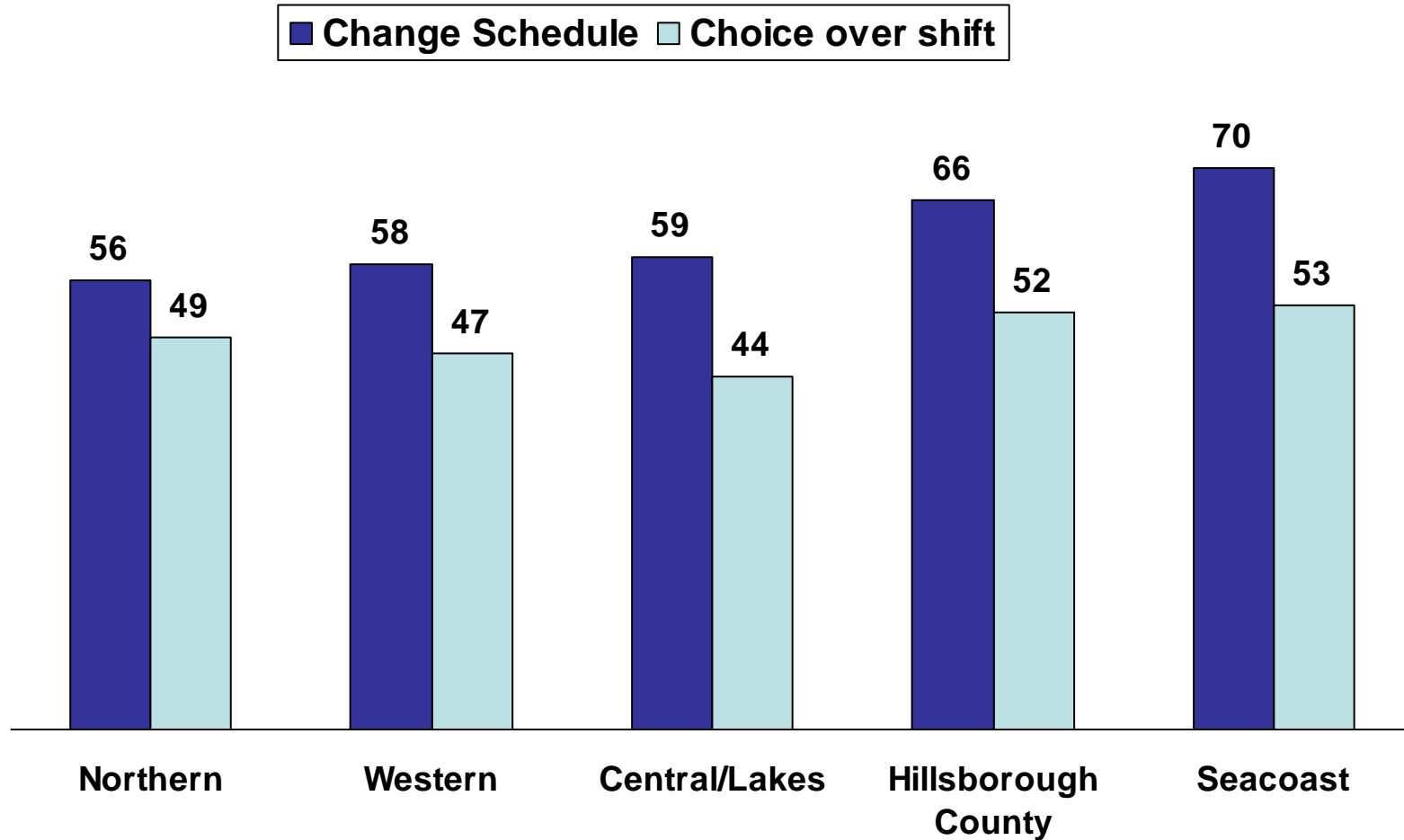
Percent of working parents who have access to flexible workplace policies



Source: Survey of New Hampshire Working Families

Flexible Policies by Region

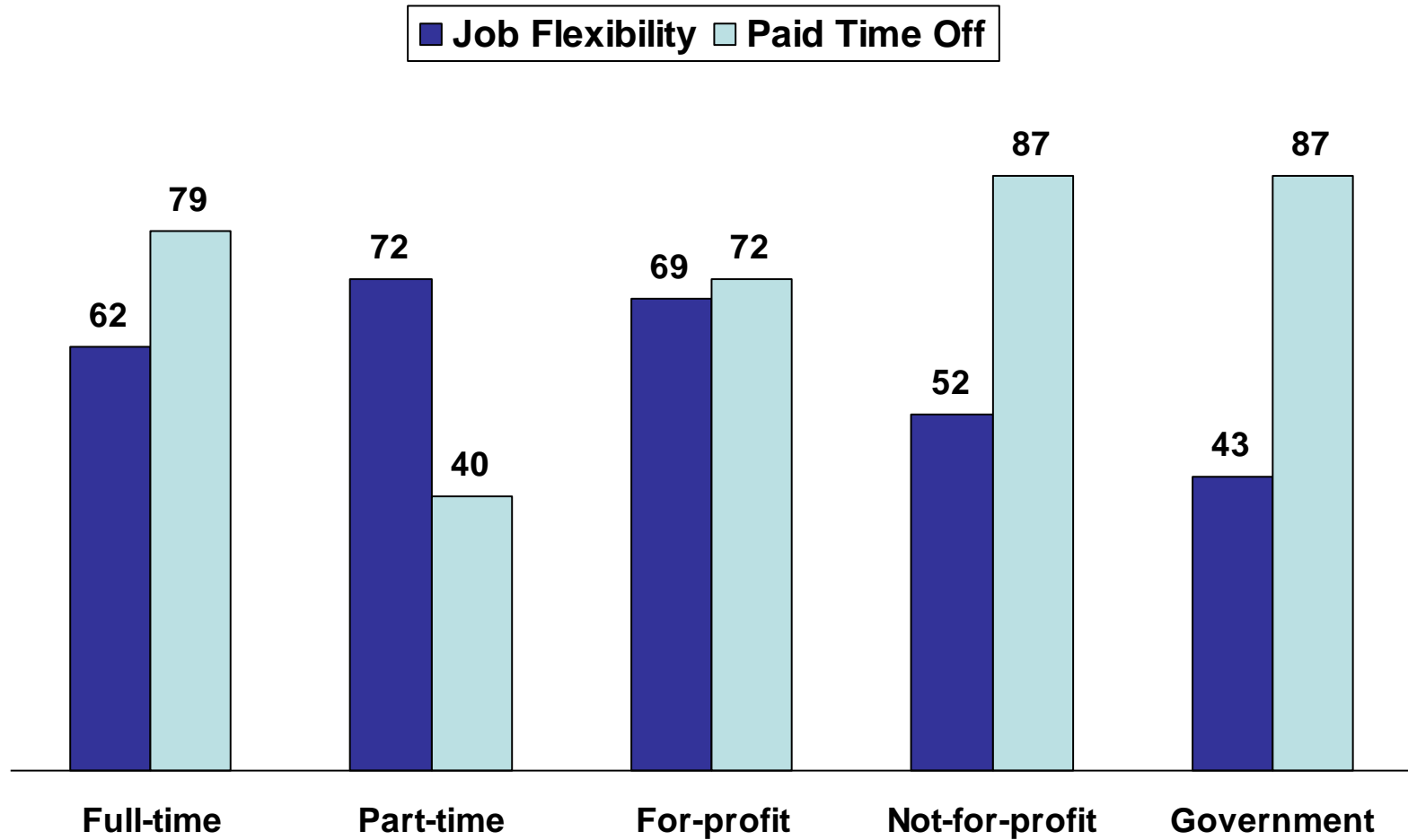
Percent of working parents who have access to flexible workplace policies



Source: Survey of New Hampshire Working Families

Trade-Off? Job Flexibility and Paid Time Off

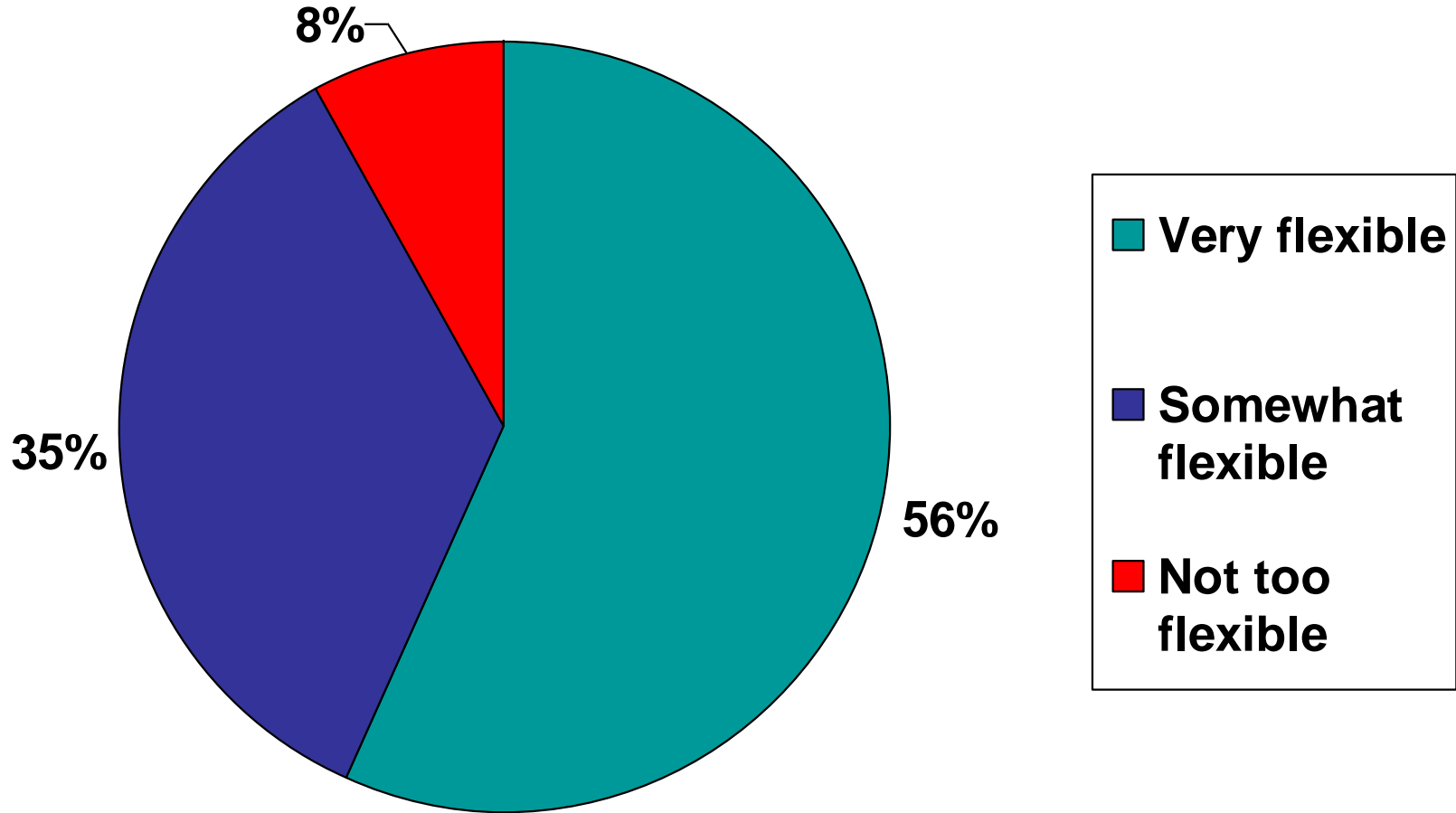
Percent of working parents with two or more flexible policies or paid leave



Source: Survey of New Hampshire Working Families

Workplace Flexibility

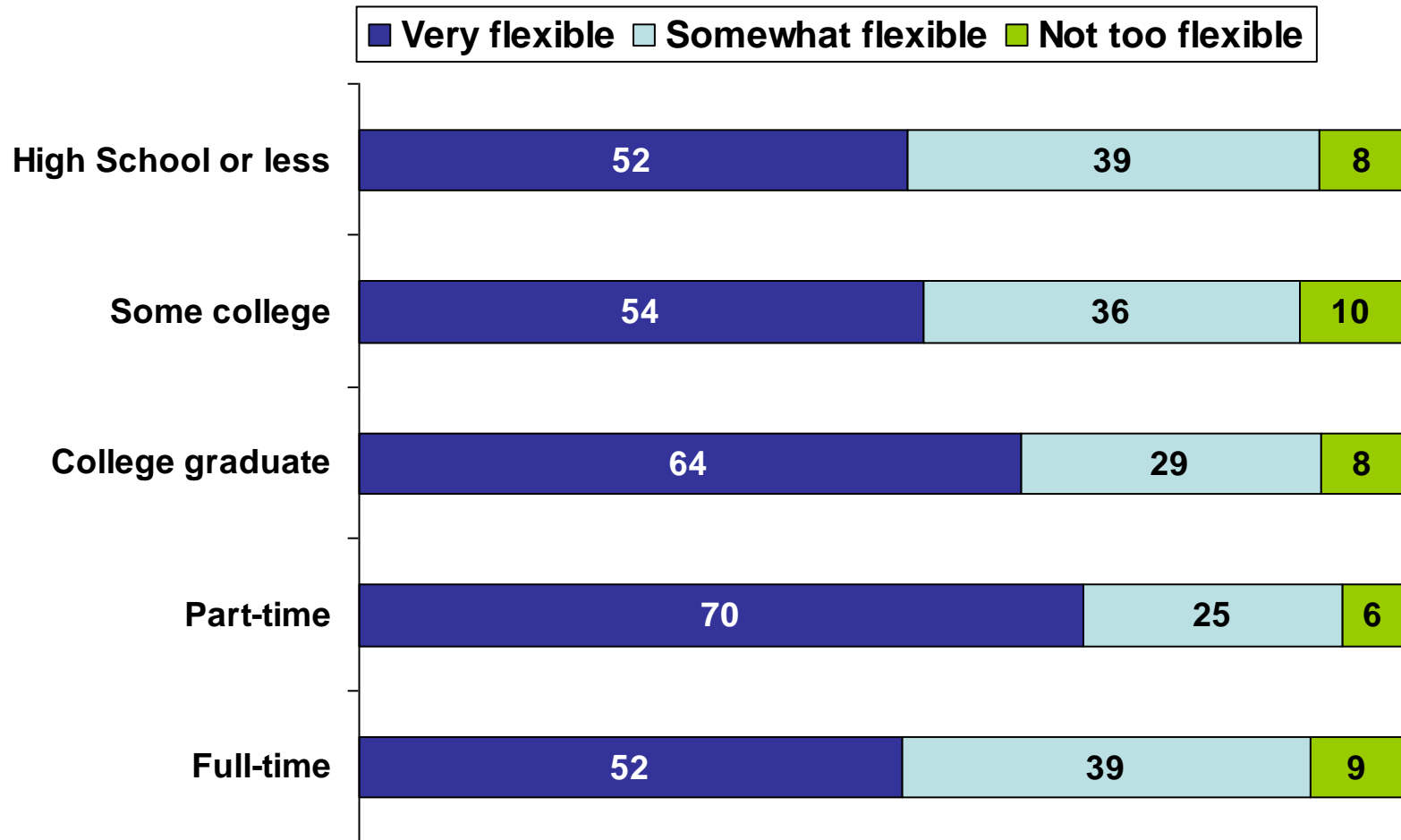
Percent of working parents who perceive their job to be:



Source: Survey of New Hampshire Working Families

Work Flexibility by Education and Work Hours

Percent of working parents who perceive their job to be:



Source: Survey of New Hampshire Working Families

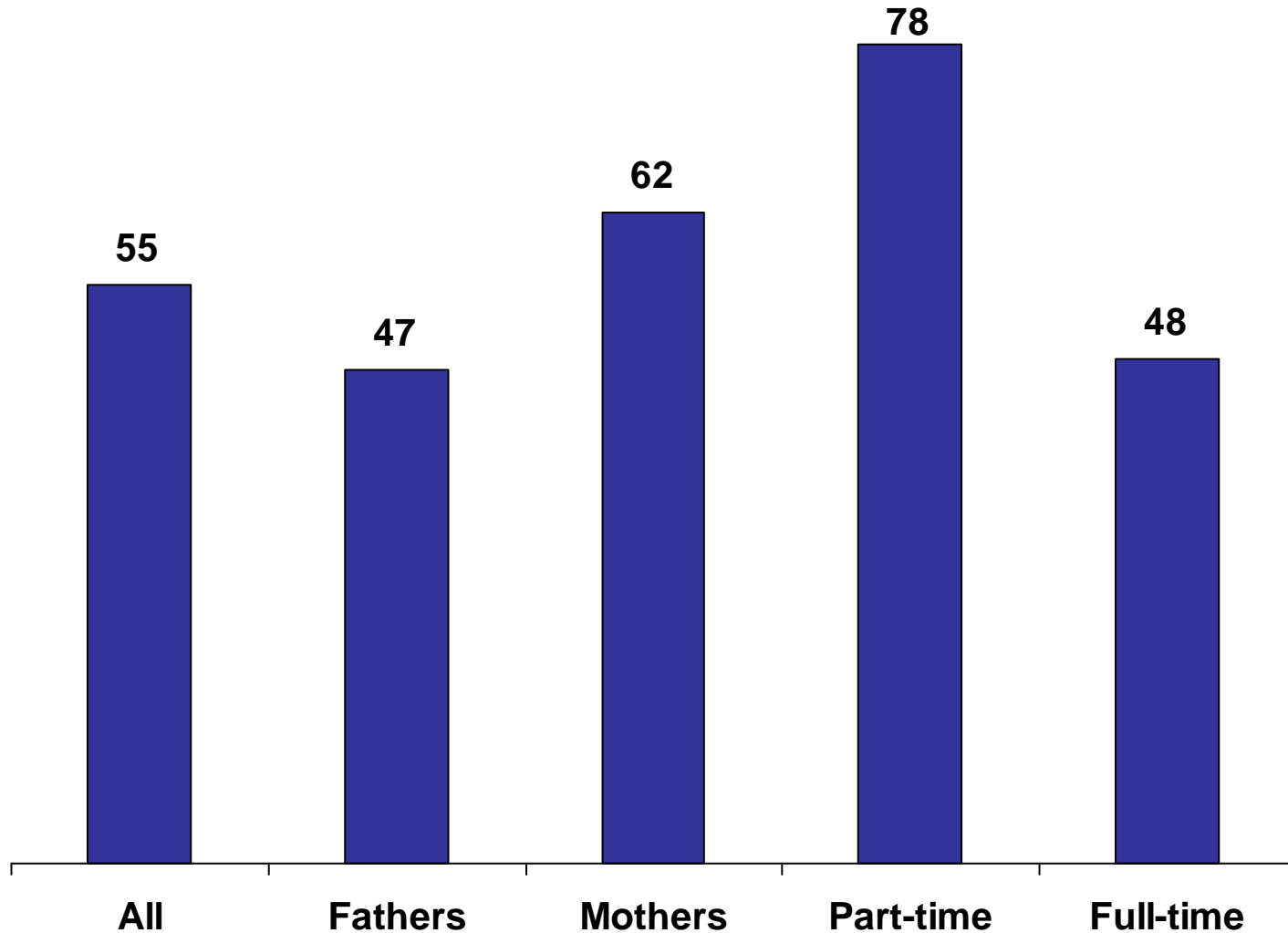
Workplace Flexibility and Job Retention



- 55% of working parents in NH strongly agreed or somewhat agreed that the main reason they are staying in their job is because of the flexibility it offers.

Remaining in Job Because of Flexibility

Percent of working parents who remain in job due to flexibility



Source: Survey of New Hampshire Working Families

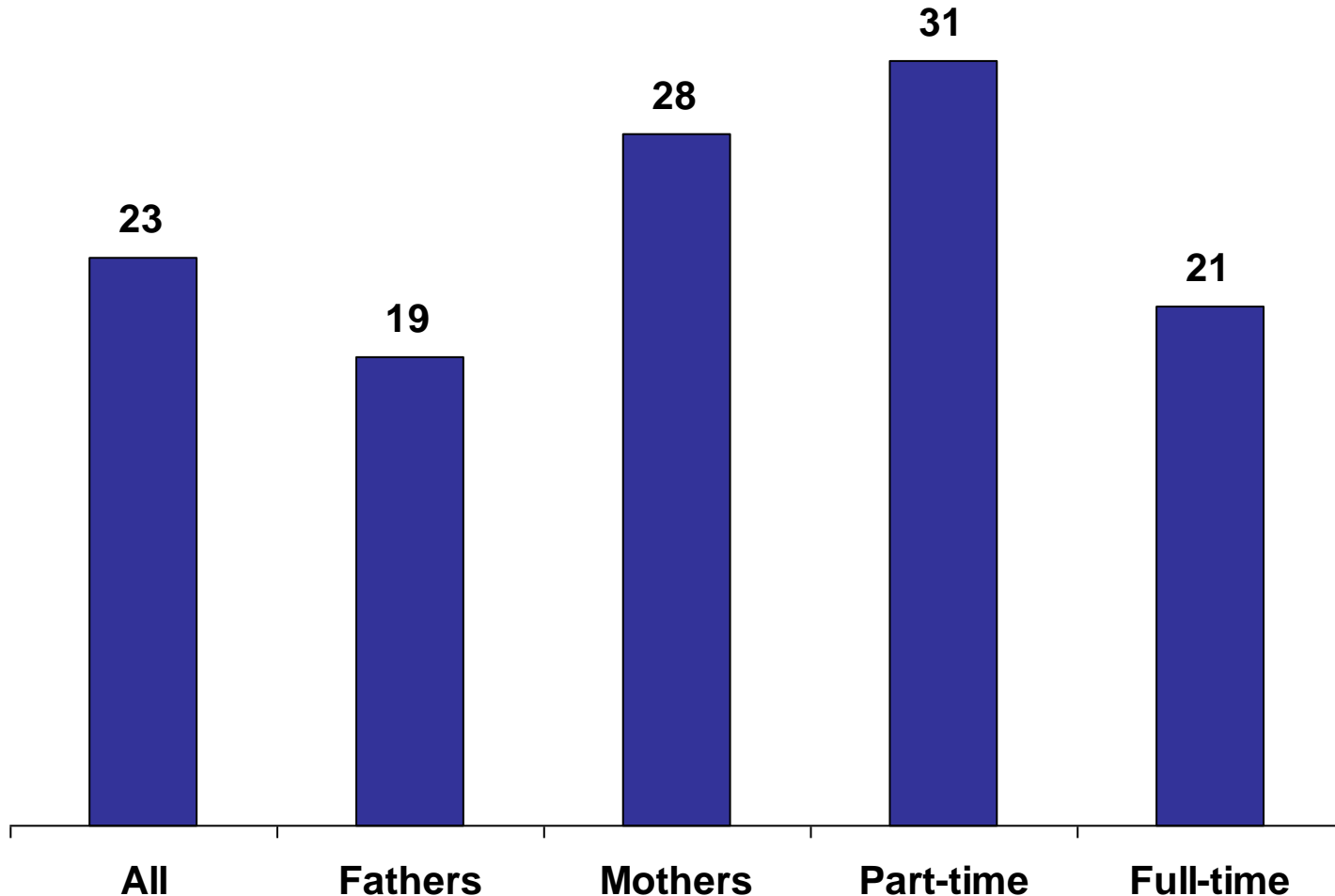
Workplace Flexibility and Job Promotions



- 23% of working parents in New Hampshire passed up a promotion for a better job because of uncertainty of being able to negotiate job flexibility.

Passed up a Promotion Because of Flexibility

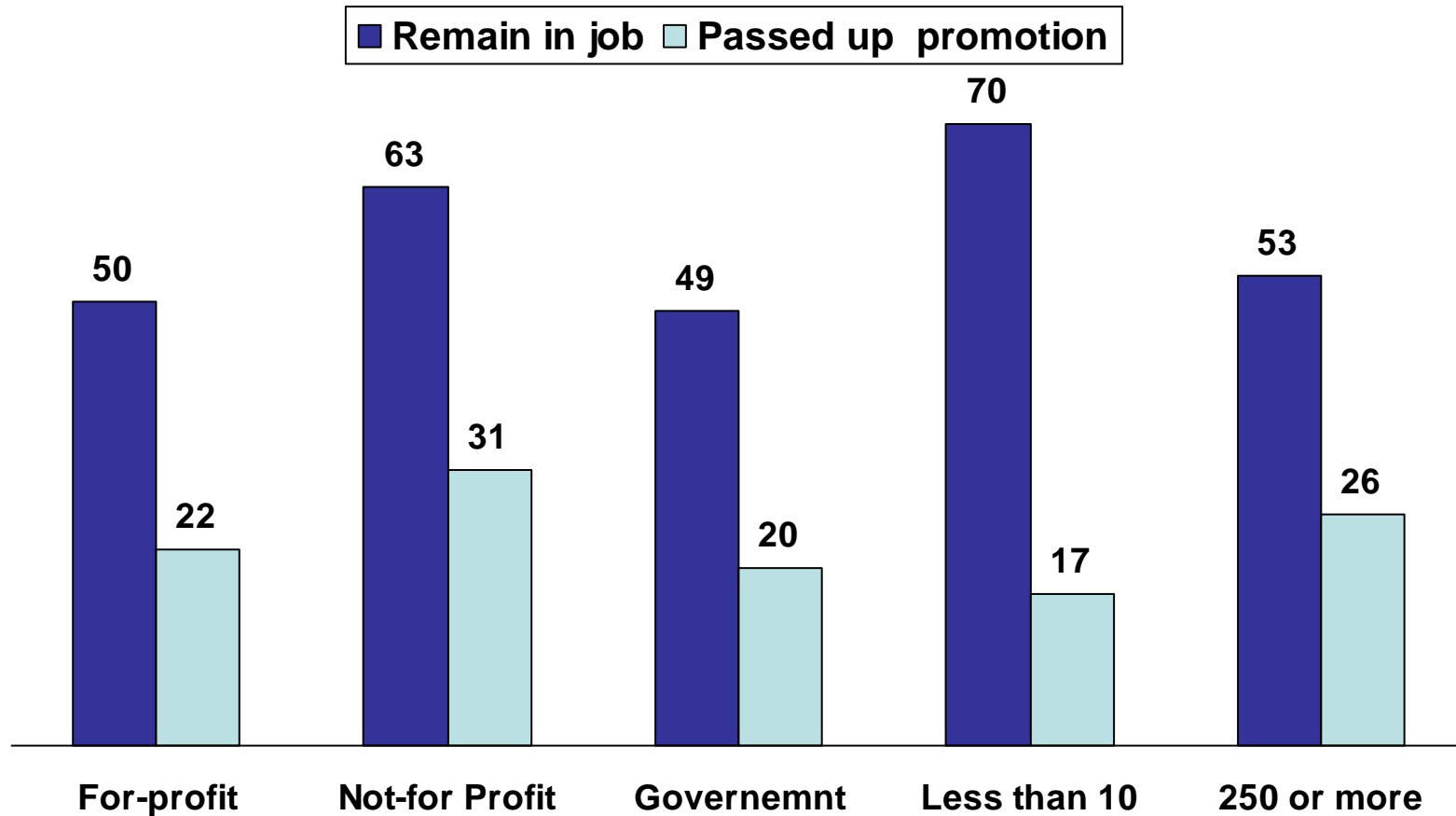
Percent of working parents who passed up a promotion due to flexibility in current job



Source: Survey of New Hampshire Working Families

Staying Put by Employer Type and Firm Size

Percent of working parents who remained in job or passed up a promotion due to flexibility in current job



Source: Survey of New Hampshire Working Families

No One-Size-Fits-All Flexible Policy

