Working Parents and Workplace Flexibility in New Hampshire

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www.carseyinstitute.unh.edu
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

- Paid vacation: 71%
- Paid sick leave: 65%
- Paid personal time: 63%
- Paid parental/family leave: 44%

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

Paid Sick Days  Paid Vacation Days  Paid Family Leave

For-profit  Not-for Profit  Governemnt  Less than 10  250 or more

68  83  82  36  82
77  84  76  45  85
46  56  57  22  60

Source: Survey of New Hampshire Working Families
Paid Leave by Education and Work Hours

Percent of working parents who have access to paid leave

Paid Sick Days  Paid Vacation Days  Paid Family Leave

<table>
<thead>
<tr>
<th>Education and Work Hours</th>
<th>Paid Sick Days</th>
<th>Paid Vacation Days</th>
<th>Paid Family Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school or less</td>
<td>55</td>
<td>65</td>
<td>36</td>
</tr>
<tr>
<td>Some college</td>
<td>62</td>
<td>74</td>
<td>44</td>
</tr>
<tr>
<td>College graduate</td>
<td>75</td>
<td>72</td>
<td>55</td>
</tr>
<tr>
<td>Part-time</td>
<td>37</td>
<td>37</td>
<td>30</td>
</tr>
<tr>
<td>Full-time</td>
<td>72</td>
<td>81</td>
<td>49</td>
</tr>
</tbody>
</table>

Source: Survey of New Hampshire Working Families
Flexible Workplace Policies

Percent of working parents who have access to flexible workplace policies

<table>
<thead>
<tr>
<th>Policy</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change start/stop time</td>
<td>64%</td>
</tr>
<tr>
<td>Choice of shift</td>
<td>50%</td>
</tr>
<tr>
<td>Compressed work week</td>
<td>43%</td>
</tr>
<tr>
<td>Request part-time</td>
<td>43%</td>
</tr>
<tr>
<td>Work from home</td>
<td>25%</td>
</tr>
</tbody>
</table>

Source: Survey of New Hampshire Working Families
Flexible Policies, Employer Type & Firm Size

Percent of working parents who have access to flexible workplace policies

<table>
<thead>
<tr>
<th>Category</th>
<th>Change Schedule</th>
<th>Choice over shift</th>
</tr>
</thead>
<tbody>
<tr>
<td>For-profit</td>
<td>66</td>
<td>53</td>
</tr>
<tr>
<td>Not-for Profit</td>
<td>56</td>
<td>43</td>
</tr>
<tr>
<td>Government</td>
<td>48</td>
<td>29</td>
</tr>
<tr>
<td>Less than 10</td>
<td>74</td>
<td>65</td>
</tr>
<tr>
<td>250 or more</td>
<td>61</td>
<td>46</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Education</th>
<th>Change Schedule</th>
<th>Choice over shift</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school or less</td>
<td>63</td>
<td>50</td>
</tr>
<tr>
<td>Some college</td>
<td>65</td>
<td>53</td>
</tr>
<tr>
<td>College graduate</td>
<td>67</td>
<td>49</td>
</tr>
<tr>
<td>Part-time</td>
<td>65</td>
<td>61</td>
</tr>
<tr>
<td>Full-time</td>
<td>64</td>
<td>47</td>
</tr>
</tbody>
</table>

Source: Survey of New Hampshire Working Families
Flexible Policies by Region

Percent of working parents who have access to flexible workplace policies

- Northern: Change Schedule (56) | Choice over shift (49)
- Western: Change Schedule (58) | Choice over shift (47)
- Central/Lakes: Change Schedule (59) | Choice over shift (44)
- Hillsborough County: Change Schedule (66) | Choice over shift (52)
- Seacoast: Change Schedule (70) | Choice over shift (53)

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:

- **Very flexible**: 56%
- **Somewhat flexible**: 35%
- **Not too flexible**: 8%

Source: Survey of New Hampshire Working Families
Work Flexibility by Education and Work Hours

Percent of working parents who perceive their job to be:

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Very Flexible</th>
<th>Somewhat Flexible</th>
<th>Not too Flexible</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School or less</td>
<td>52</td>
<td>39</td>
<td>8</td>
</tr>
<tr>
<td>Some college</td>
<td>54</td>
<td>36</td>
<td>10</td>
</tr>
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<td>29</td>
<td>8</td>
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<td>Part-time</td>
<td>70</td>
<td>25</td>
<td>6</td>
</tr>
<tr>
<td>Full-time</td>
<td>52</td>
<td>39</td>
<td>9</td>
</tr>
</tbody>
</table>

Source: Survey of New Hampshire Working Families
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

<table>
<thead>
<tr>
<th></th>
<th>All</th>
<th>Fathers</th>
<th>Mothers</th>
<th>Part-time</th>
<th>Full-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent</td>
<td>55</td>
<td>47</td>
<td>62</td>
<td>78</td>
<td>48</td>
</tr>
</tbody>
</table>

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

- All: 23%
- Fathers: 19%
- Mothers: 28%
- Part-time: 31%
- Full-time: 21%

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