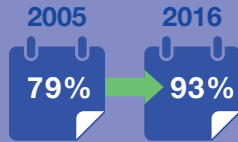
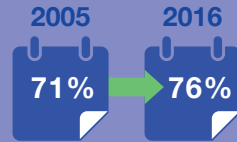


FINDINGS FROM SHRM's NATIONAL STUDY OF EMPLOYERS

MORE EMPLOYERS OFFER AT LEAST 12 OR MORE WEEKS OF PARENTAL LEAVE (ESPECIALLY FOR MOTHERS)



Maternity Leave



Spouse-Partner Paternity Leave

* The Family and Medical Leave Act (FMLA) requires 12 weeks of job guaranteed leave for organizations with 50 or more employees in a 75-mile radius, to employees who work at least 1,250 hours in the previous year, for maternity, paternity, adoption and medical caregiving leave.

- 75% of employers with 50 or more employees (including the 5% who believe that they're exempt from the law) provide full family and medical leave coverage while 25% fail to provide 12 or more weeks of at least one type of leave.
- There have been declines in the maximum number of weeks offered since 2005 for all kinds of leave. These range from -1.7 weeks for paternity leave to -0.7 weeks for maternity leave

RETENTION IS KEY

39% of employers cited retention as their main reason for providing employee and family assistance (flexible time, caregiving leaves and dependent care)



SMALLER EMPLOYERS ARE BIG LEADERS IN WORKPLACE FLEXIBILITY

Small employers (50-99 employees) are more likely than large employers (1000 or more employees) to offer all or most employees:

- ✓ Traditional Flextime, the ability to periodically change start and stop times - 36% vs. 17%
- ✓ Control Over Breaks - 63% vs. 47%
- ✓ Time Off During the Work Day for Personal Needs - 51% vs. 33%

LESS ORGANIZATIONAL SUPPORT

A decline in management rewarding support for flexible work arrangements

31% in 2005



14% in 2016

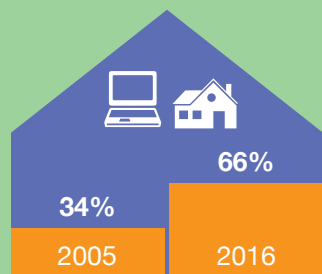
A decline in career counseling for women

22% in 2005



15% in 2016

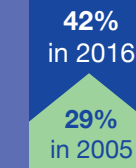
TELECOMMUTING ON AN OCCASIONAL BASIS IS ON THE RISE



Part-time work is down

54% in 2005 to 41% in 2016

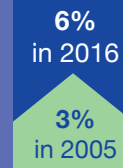
EMPLOYERS RESPOND TO THE GROWING NEED FOR ELDER CARE ASSISTANCE



Resource and referral services



Dependent care assistance plans (DCAPs)



Access to Respite Care



MORE BENEFITS FOR PARTNERS

50% of employers provide health insurance for unmarried partners—up from 38% in 2012



OTHER KEY FINDINGS

1. The growth of workplace flexibility has stabilized over the last four years.
2. The media blitz on parental leave is not representative of majority of employers - the average maximum number of weeks of parental and caregiving leaves did not change significantly between 2012 and 2016.
3. The skills gap may be as much a result of changing jobs and the requirement for more productivity as the skill level of employees.
4. 2008-2012 witnessed significant changes in workplace policy and practice.
5. Organizations have a definition of families that may not fit today's realities.

ABOUT THE STUDY AND WHEN WORK WORKS

The National Study of Employers (NSE) is the most comprehensive and far-reaching study of the practices, policies, programs and benefits provided by U.S. employers to enhance organizational and employee success by addressing the changing realities of today's economy, workforce and workplace. The study was designed, conducted and analyzed by Families and Work Institute in partnership with SHRM. Data were collected by Harris Poll between September 22, 2015 and February 2, 2016.

- Nationally representative study of U.S. employers with 50+ employees
- The NSE sample includes 920 employers with 50 or more employees

When Work Works is a nationwide initiative that brings research on workplace effectiveness and flexibility into community and business practice. It is a project of SHRM, the world's largest HR professional society, representing 285,000 members in more than 165 countries. Visit us online at WhenWorkWorks.org. The study can be downloaded at www.shrm.org/surveys.

**WHEN
WORK
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