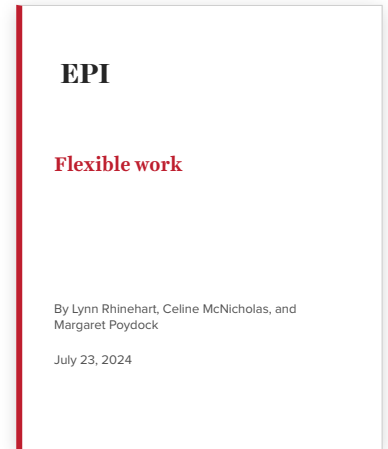


Flexible work

What workers, especially low-wage workers, really want and how best to provide it

Summary: Many workers, especially low-wage workers, aren't getting key benefits they want—such as paid leave and predictable schedules—because lawmakers are letting companies and employers get away with anti-worker practices.



Read the full report
epi.org/285089

Key findings

- Most workers want stable jobs with predictable schedules, wages, and benefits that allow them to meet their family's needs.
- Low-wage workers, who are predominantly women, immigrants, and people of color, are far less likely to receive paid time off or have schedule flexibility.
- The U.S. lags other industrialized democracies when it comes to paid family and medical leave policies, which are overwhelmingly favored by Democratic and Republican voters alike.
- Companies and employers misuse the concept of “flexibility” to justify forcing workers to make a false choice between flexibility and basic worker protections.
- Workers with a union are far more likely to have paid time off, schedule certainty, and other benefits they seek.

Why this matters

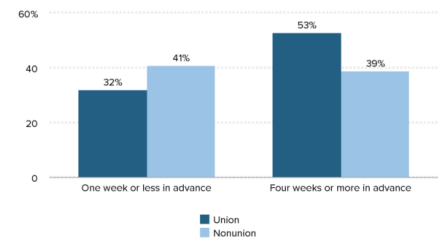
Allowing employers and companies to distort labor law to their advantage not only harms gig economy, flexible, or part-time workers, it also sets a lower bar for other types of employment and shifts the costs of social insurance programs onto workers and taxpayers.

How to fix it

Policymakers should prioritize providing workplace benefits and protections that offer employees real flexibility with real protections, including paid leave, scheduling fairness, and the strengthened ability to form and join unions.

Unions give workers more predictability and input over their work schedules

Percentage of workers reporting knowing work schedule



Source: Adapted from Lornie Golden, *Irregular Work Scheduling and Its Consequences*, Economic Policy Institute, April 2015.

Economic Policy Institute