

FAMILY FRIENDLY WORKPLACE



SUPPORT
CHILD
CARE

INCREASE
WORK
PRODUCTIVITY

AVOID
HIDDEN
COSTS



Predictable Work Schedules

A predictable work schedule gives workers advance notice and is rarely changed once assigned.

BUSINESS BENEFITS

- Decrease turnover
- Increase sales



worklifelaw.org/publications/Stable-Scheduling-Study-Report.pdf

**KIDS ARE
GOOD BUSINESS**

FAMILY FRIENDLY WORKPLACE

INFORMATION FOR EMPLOYERS

KANSAS
POWER
of the Positive



PREDICTABLE WORK SCHEDULES

Predictable work schedules give employees advance notice and stability so they can arrange for other commitments including child care, education, and additional employment.

CREATING SECURE SCHEDULING

Workplaces that offer workers secure scheduling have three attributes:

- Advance notice: increase the number of weeks a worker receives notice of their work schedule.
- Increased stability: reduce fluctuation and uncertainty of work hours.
- Schedule control: Allow employees to have input into their work schedule to avoid underemployment or overemployment.

IMPROVE WORK PRODUCTIVITY

- In retail settings, stable scheduling results in both well-being for employees and increased sales for employers.¹
- In food and retail settings, erratic schedules increase turnover.²

Of Kansas parents with children age 5 and younger, 12.6% had to quit a job, not take a job, or greatly change their job because of problems with child care.⁶

WHY IT MATTERS FOR KIDS AND FOR CHILD CARE

- Predictable schedules allow workers with young children to access quality child care and keep family routines and sleep schedules.
- Erratic work schedules can make families ineligible to receive State-provided child care assistance.³
- Parents with unpredictable work schedules are more likely to have complex child care arrangements,⁴ and having multiple child care arrangements is associated with child behavioral problems.⁵

KIDS ARE GOOD BUSINESS

Working parents in Kansas rated “a consistent, predictable work schedule” as “extremely important” to their ability to provide a safe, stable, nurturing environment for their children. Is it important to your employees? You can ask them using the Kids Are Good Business Survey at familyfriendlyks.org.

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SOURCES

¹ Worklife Law. (2018) Stable scheduling increases productivity and sales: The Stable Scheduling Study.

² Choper, J. (2021). Uncertain Time: Precarious Schedules and Job Turnover. *Industrial & labor relations review*

³ Child care and development fund (CCDF) plan for Kansas FFY 2019-2021. (2019). State of Kansas.

⁴ Hepburn, P. (2018). Parental work schedules and child-care arrangements in low-income families. *Journal of Marriage and Family*, 80(5)

⁵ Morrissey, T. W. (2009). Multiple Child-Care Arrangements and Young Children's Behavioral Outcomes. *Child Development*, 80(1)

⁶ 2019-2020 National Survey of Children's Health (NSCH)