

Workplace Flexibility 2010 is a policy initiative located at Georgetown University Law Center. **The goal of our initiative is to achieve — by the year 2010 — consensus-based policy solutions on workplace flexibility that work for business and families.**

Over the past thirty years, there have been societal and demographic shifts that don't fit with a traditional, one-size-fits-all way of working:

- ▶ Both parents usually work, while having care-giving responsibilities for their children and aging parents at home;
- ▶ As the baby boom generation ages, many older workers may want or need to work past conventional retirement age, but they will want to work flexibly;
- ▶ Some individuals with health conditions and disabilities cannot work full-time but are willing and able to join the workforce;
- ▶ Some workers want to learn new skills, or volunteer in their communities, or be active in their children's schools — and still have fulfilling work lives.

Workplace flexibility is about how work gets done effectively given all of these current realities.

Workplace Flexibility includes access to meaningful part-time work; flexibility over the timing of one's work; career re-entry ramps; and the ability of employees to deal with unexpected emergencies and daily, logistical needs. (See our "Definition of Workplace Flexibility" for more detail on the six policy components of workplace flexibility).

To achieve our goal of developing consensus-based policy ideas on workplace flexibility by the year 2010, Workplace Flexibility 2010 has:

### **Built a substantive knowledge base on workplace flexibility**

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- ▶ We have studied the current laws that impact workplace flexibility to understand how such laws may impede or enhance workplace flexibility.
- ▶ We have used research data to ensure that our policy discussions are rooted in the best possible understanding of individuals' needs for flexibility, best business practices, and the relationship of flexibility to other public policy issues such as health and child development.

### **Expanded the constituency base that cares about workplace flexibility**

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- ▶ We have engaged a diverse range of new constituency groups — including disability, health, and aging organizations — to broaden the commitment to workplace flexibility in the policy world and to bring new perspectives to the current policy debate between employee and employer groups.
- ▶ We have encouraged meaningful bipartisan dialogue on workplace flexibility through briefings for Congressional policymakers and their staff that detail how flexibility impacts such issues as public health, family relationships, religious freedom, and people with disabilities.

### **Started a consensus-based process for identifying meaningful policy solutions**

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- ▶ We have convened a Legal Working Group of high-level management and employee litigators to explore a range of policy options that may advance workplace flexibility.
- ▶ We will be presenting specific policy ideas for input and feedback from key stakeholder groups over the coming years.

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