

## **A question of justice: Disparities in employees' access to flexible schedule arrangements**

Swanberg, J.

*University of Kentucky*

Pitt-Catsoupes, M.

*Boston College*

Drescher-Burke, K.

*University of California Berkeley*

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### **Abstract**

Within an organizational justice framework, this article investigates which group of employees are less likely to have access to flexible schedule options. Using data from the 1997 National Study of the Changing Workforce, logistical regressions were conducted to identify the employee, job, and workplace factors associated with limited access to four flexible work schedules: modifying standard starting and ending times, daily flex-time, taking time off for personal or family time, and control over work hours. Analyses imply that workers who are less privileged report reduced access to a range of flexible schedule options. Lower wages, low education levels, and hourly work were factors associated with having less access to four, three, or two of the flexible work schedules, respectively. Implications and further directions for research are discussed.

*Keywords: wages, employees, working hours, employment practices, employed parents, family life, family work relationship, adult education*