

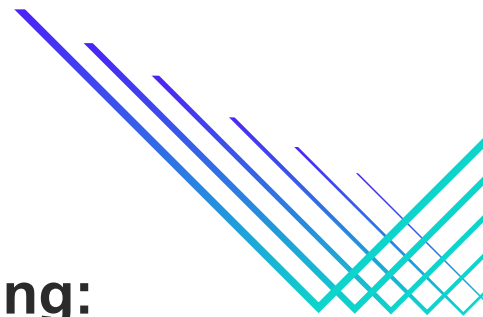
# Flexible Work and Women's Well-Being: Poll Results

In November 2024, Morning Consult, on behalf of the Institute for Women's Policy Research, surveyed 8,011 women ages 25–65 in the United States about remote working and schedule flexibility and control, perceived work-life balance and supports, and perceived health. Results are for employed women (n=5,693) and show high overall satisfaction with work-life balance, as well as higher well-being and reported health for those with access to remote or flexible schedules than those without such flexibility.

## KEY FINDINGS

- Four in ten full-time employed women (39%) report they are able to work remotely, and over half (52%) have flexible work hours that allow them to vary or make changes in the times they begin or end work. A third of respondents (34%) had access to neither remote nor flexible hours.
  - 42% of mothers of children under 18 and 47% of caregivers of adults report access to remote working, and 56% and 58%, respectively, have schedule flexibility.
  - 42% of respondents with disabilities or chronic health conditions report access to remote work, and 51% report schedule flexibility.
- Employed women who have access to remote and/or flexible work are significantly more likely to say they are satisfied with their work-life balance compared to those who have neither (71% vs. 48%).
- Employed women who have access to remote and/or flexible work are significantly more likely to report excellent/good health compared to those who have neither (69% vs. 60%).
- Employed women who have access to remote and/or flexible work are less likely to commonly feel nervous, anxious, or on edge compared to those who have neither (44% vs. 39%).

Methodology: This poll was conducted between November 21-30, 2024, among a sample of 8,011 women ages 25-65. The interviews were conducted online, and the data were weighted to approximate a target sample of women based on age, gender, race, educational attainment, region, and gender by age and educational attainment. Results from the full survey have a margin of error of plus or minus 1 percentage points.



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## ACCESS TO REMOTE AND FLEXIBLE WORK SCHEDULES

Two-fifths (39%) of employed women who work full-time report they can work at home or remotely, while half (52%) have flexible working hours that allow them to vary or make changes in the times they begin and end work. Access to remote work varies strongly by educational attainment; schedule flexibility over starting and end time varies much less by education, race, or ethnicity than access to remote working.

**Table 1. Remote Work Access**

Demographic	Remote Work Access
<b>Full-Time Employees</b>	39%
<b>White</b>	36%
<b>Hispanic</b>	44%
<b>Black</b>	42%
<b>AAPI+</b>	45%
<b>Educ: HS or less</b>	25%
<b>Educ: Some College</b>	31%
<b>Educ: College Grad</b>	48%
<b>Educ: Postgrad</b>	47%
<b>Disability or CC</b>	42%
<b>No Disability or CC</b>	39%
<b>Providing Care</b>	47%
<b>Not Providing Care</b>	38%
<b>Mothers of Children Under 18</b>	42%

**Table 2. Flexible Working Hours**

Demographic	Flexible Working Hours
<b>Full-Time Employees</b>	52%
<b>White</b>	50%
<b>Hispanic</b>	55%
<b>Black</b>	57%
<b>AAPI+</b>	54%
<b>Educ: HS or less</b>	55%
<b>Educ: Some College</b>	51%
<b>Educ: College Grad</b>	51%
<b>Educ: Postgrad</b>	52%
<b>Disability or CC</b>	51%
<b>No Disability or CC</b>	53%
<b>Providing Care</b>	58%
<b>Not Providing Care</b>	51%
<b>Mothers of Children Under 18</b>	56%

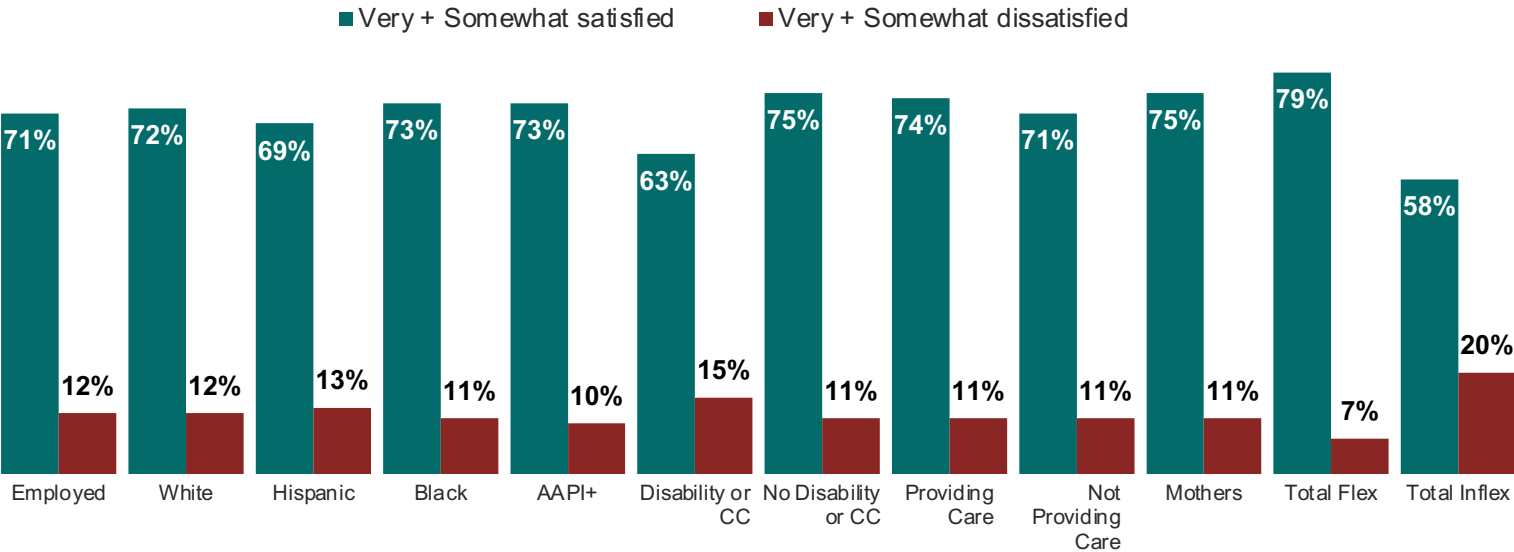
*Providing Care = Adults who are currently providing care for an elderly relative, disabled teen, spouse, or other adult family member in need of care (N = 1,000 | MoE = +/-3%)*  
*Not Providing Care = Adults who are not currently providing care for an elderly relative, disabled teen, spouse, or other adult family member in need of care (N = 4,693 | MoE = +/-1%)*

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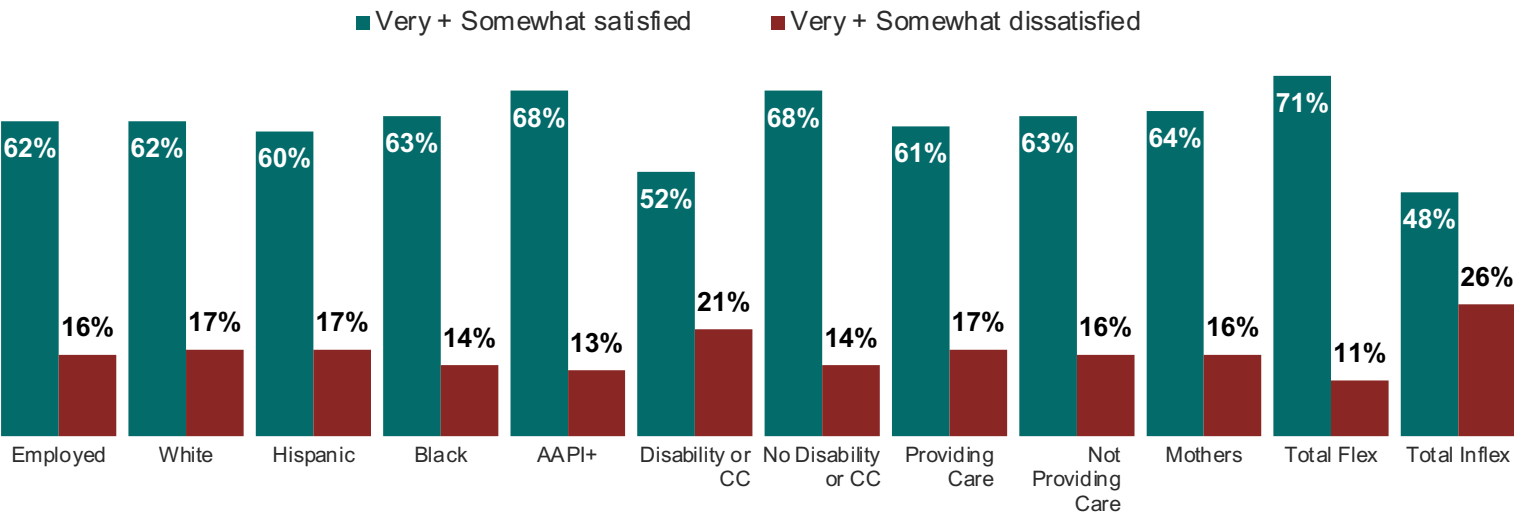
## SATISFACTION WITH SCHEDULES AND WORK-LIFE BALANCE

Seven-in-ten employed women (71%) report they are satisfied with their current work schedule, while six-in-ten (62%) say they are happy with their work-life balance. Flexible work schedules play a crucial role in job satisfaction and work-life balance, with employed women who have total flexibility significantly more likely than those who do not to feel content in both their work schedule (79% vs. 58%) and work-life balance (71% vs. 48%).

**Table 3. Employee satisfaction with current work schedule**



**Table 4. Employee satisfaction with work-life balance**



Total Flex = Employed women who have flexible working hours and/or have remote work access (N = 3,733 | MoE = +/-2%)

Total Inflex = Employed women who don't have flexible working hours and do not have remote work access (N = 1,960 | MoE = +/-2%)

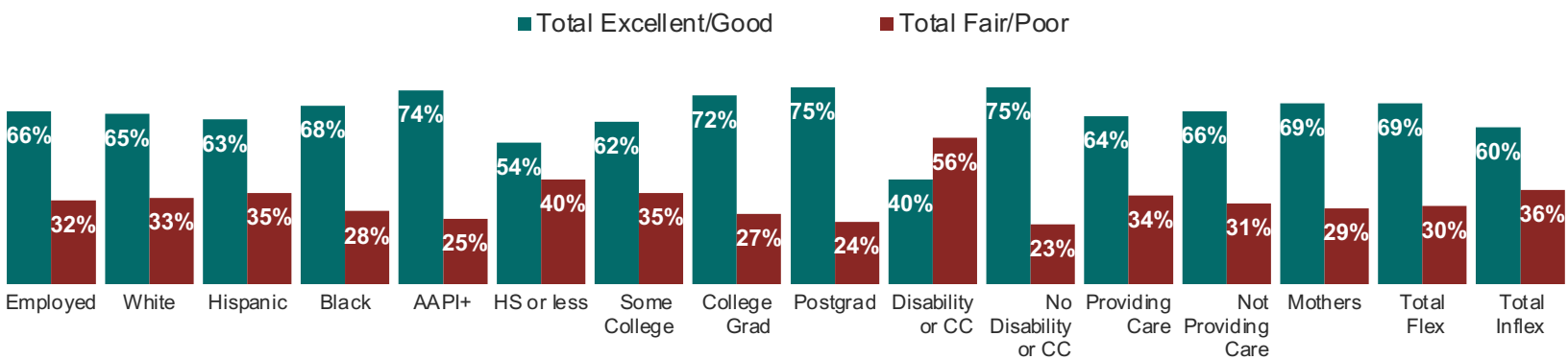
Mothers = Mothers of children under 18 (N = 2,285 | MoE = +/-2%)

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## EMPLOYEE HEALTH

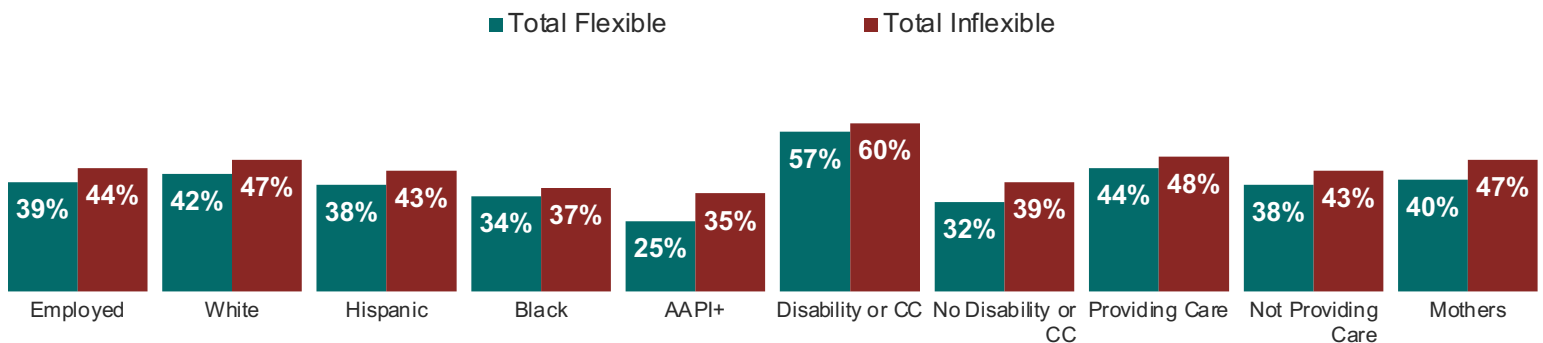
Two-thirds (66%) of employed women report they have excellent or good health, while one-third say their health is fair or poor (32%). Women without a college or postgraduate degree (54%, 62%) are significantly less likely than those who do (72%, 75%) to rate their health as excellent or good. Access to remote working and schedule flexibility contribute to greater self-reported health, with those benefiting from these arrangements more likely to rate their health as excellent or good (69% vs. 60%).

**Table 5. Self-report of health among employed women**



Four in ten (39%) of employed women report feeling nervous, anxious, or on edge nearly every day or more than half of the month. Rigid work schedules contribute to heightened anxiety, as those with inflexible work schedules are more likely to report frequent anxiety compared to those with flexible work schedules (44% vs. 39%). Employed women with disability or chronic conditions (CC) are particularly likely to report frequent anxiety.

**Table 6. How often employed women feel nervous, anxious, or on edge nearly every day or more than half of the month**

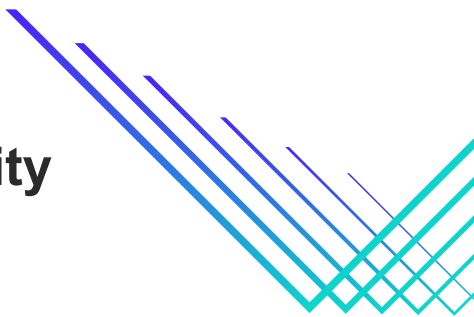


Total Flex = Employed women who have flexible working hours and/or have remote work access (N = 3,733 | MoE = +/-2%)

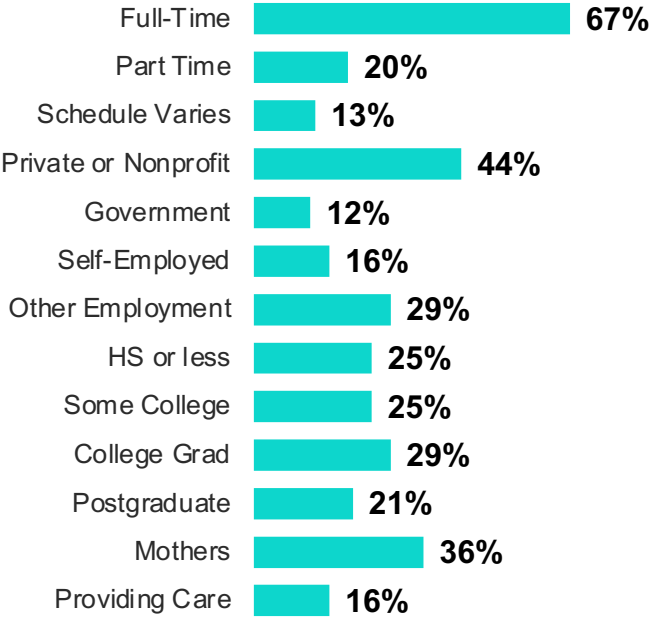
Total Inflex = Employed women who don't have flexible working hours and do not have remote work access (N = 1,960 | MoE = +/-2%)

Mothers = Mothers of children under 18 (N = 2,285 | MoE = +/-2%)

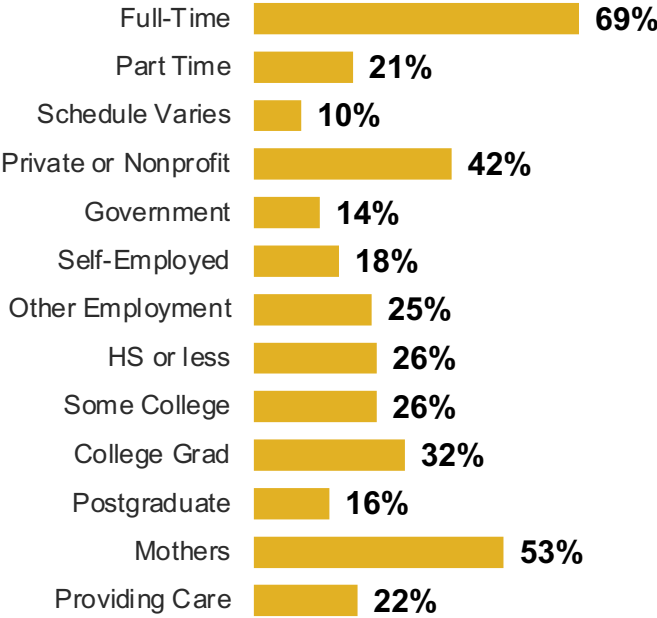
# Respondent Distribution by Race/Ethnicity and Key Demographic Indicators



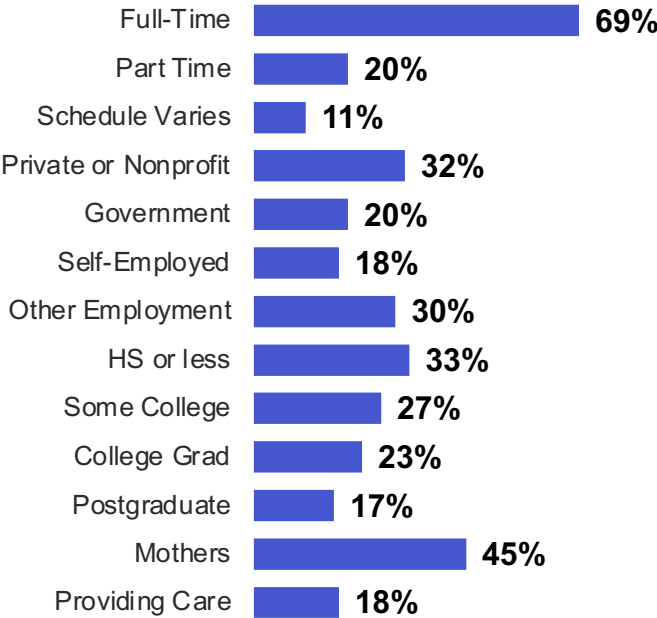
## White Employed Women (N = 3,473 | MoE = +/-2%)



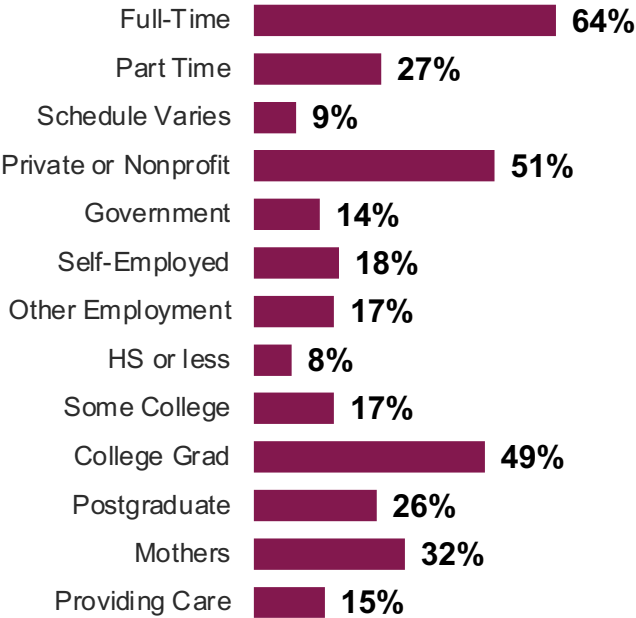
## Hispanic Employed Women (N = 1,064 | MoE = +/-3%)



## Black Employed Women (N = 688 | MoE = +/-4%)



## AAPI+ Employed Women (N = 468 | MoE = +/-5%)



Note 'Not Providing Care' demographic breakout is not included  
'Mothers' represents Mothers of Children Under 18 and is a fraction of each sample breakout. See N size breakouts among each demographic profile below:

White Mothers of Children Under 18 N = 1,259  
Hispanic Mothers of Children Under 18 N = 567  
Black Mothers of Children Under 18 N = 311  
AAPI+ Mothers of Children Under 18 N = 148