

## Fair Work Scheduling

Title	Author(s)	Year	Publication Source	Sample Size (N)	Sample Composition	Data Source	Independent Variable(s)	Dependent Variable(s)	Summary of Findings	Limitations to Causal Inference	Exclusion Criteria
Instability of Work and Care: How Work Schedules Shape Child-Care Arrangements for Parents Working in the Service Sector	Carrillo et al.	2017	Social Service Review	25	Parents working hourly in retail or fast food industries	Semistructured in-depth interviews	• Schedule instability (binary)	• Child care arrangements	<ul style="list-style-type: none"> <li>Stability of work schedule matched stability of care</li> <li>Unstable work schedule associated with scrambling for child care</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	
Nonstandard Maternal Work Schedules During Infancy: Implications for Children's Early Behavior Problems	Daniel et al.	2009	Infant Behavior and Development	395	Mother-infant dyads in which mom went back to work full time within 6 months	NICHD SECC 1991 cohort	• Maternal nonstandard work (early, later, concurrent)	• CBCL in/externalizing behavior problems at 24 and 36 months	<ul style="list-style-type: none"> <li>Nonstandard work associated with increased behavioral problems, exacerbated by infant temperament</li> <li>Maternal depression mediates the relationship</li> </ul>		<ul style="list-style-type: none"> <li>Schedule stability not considered separately</li> <li>Nonrepresentative sample</li> </ul>
Nonstandard Work Schedules and Developmentally Generative Parenting Practices: An Application of Propensity Score Techniques	Grzywacz et al.	2011	Family Relations	968	Mothers of children born in 1991 at randomly selected intervals in 24 hospitals	NICHD Study of Early Child Care 1991 birth cohort, followed to 1994	• Nonstandard work schedule	<ul style="list-style-type: none"> <li>Clinically-assessed maternal sensitivity</li> <li>HOME environment score</li> </ul>	<ul style="list-style-type: none"> <li>Full-time nonstandard work in first year after birth associated with lower maternal sensitivity, no association with home environment score</li> <li>Work schedule at time of interview associated with home environment score but not maternal sensitivity</li> </ul>		<ul style="list-style-type: none"> <li>Schedule stability not considered separately</li> <li>Schedule control not included</li> </ul>
Who Cares if Parents have Unpredictable Work Schedules? The Association between Just-in-Time Work Schedules and Child Care Arrangements	Harknett, Schneider, Luhr	2019	Washington Center for Equitable Growth	3,653	Parents working hourly at one of 116 retail or fast food service companies with children ages 0 to 9	Retail Work & Family Life Study (Shift Project) 2016-18	• Just-in-time scheduling (on-call and last-minute changes)	<ul style="list-style-type: none"> <li>Number of child care providers</li> <li>Type of child care providers</li> </ul>	<ul style="list-style-type: none"> <li>More types of child care</li> <li>Higher probability of child being left alone</li> <li>No association with use for formal or school-based care, but increased use of babysitter and sibling care</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	
Unpredictable Work Timing in Retail Jobs: Implications for Employee Work-Life Conflict	Henly and Lambert	2014	Industrial & Labor Relations Review	112	Female hourly employees at 21 stores of same retail chain with at least 4 weeks of payroll data	<ul style="list-style-type: none"> <li>Firm records</li> <li>Employee surveys May 2008 to Dec 2008</li> </ul>	<ul style="list-style-type: none"> <li>Schedule unpredictability (3 measures)</li> <li>Schedule input</li> </ul>	<ul style="list-style-type: none"> <li>Work-life conflict (general, time-based, strain-based)</li> </ul>	<ul style="list-style-type: none"> <li>Higher work-life conflict, with additive effect of multiple measures of unpredictability</li> <li>Schedule input reduces conflict</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	

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Nonstandard Work Schedules: Employer- and Employee-Driven Flexibility in Retail Jobs	Henly, Shaefer, Waxman	2006	Social Service Review	54	Hourly nonmanagerial female workers with young children at 6 retail locations in Chicago	Study of Work-Child Care Fit in-depth interviews 2002-2003	<ul style="list-style-type: none"> <li>• Employer-driven flexibility</li> <li>• Employee-driven flexibility</li> </ul>	<ul style="list-style-type: none"> <li>• Schedule variability</li> </ul>	<ul style="list-style-type: none"> <li>• Employers control schedule flexibility (outside of employee control)</li> <li>• Personal relationship with supervisor only means for employees to exercise schedule control</li> </ul>		Baseline study
Working Nonstandard Schedules and Variable Shifts in Low-Income Families: Associations with Parental Psychological Well-Being, Family Functioning, and Child Well-Being	Hsueh and Yoshikawa	2007	Developmental Psychology	581 parents, 668 children	Low-income parents with children ages 1 to 11 at baseline	New Hope Project Child and Family Study 1994-2000	<ul style="list-style-type: none"> <li>• Nonstandard work</li> <li>• Variable work</li> <li>• Joint interaction of nonstandard, variable work</li> </ul>	<ul style="list-style-type: none"> <li>• Parent stress</li> <li>• Child behavior</li> <li>• Child achievement</li> <li>• Routine stability</li> </ul>	<ul style="list-style-type: none"> <li>• Variable nonstandard schedules associated with lower school performance and higher behavioral problems at 2 year follow-up, effect gone by year 5</li> <li>• Variable schedule only associated with lower likelihood of regular mealtimes, no association with parent stress</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	
Precarious Work Schedules Could Jeopardize Access to Safety Net Programs Targeted by Work Requirements	Karpman, Hahn, Gangopadhyaya	2019	Urban Institute	4,086	Workers ages 18 to 64	Well-Being and Basic Needs Survey December 2018	<ul style="list-style-type: none"> <li>• Safety net program participation</li> </ul>	<ul style="list-style-type: none"> <li>• Precarious work schedules</li> <li>• Compliance with work requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Safety net program participant families more likely to have schedule instability</li> <li>• Many families at risk of being noncompliant with work requirements because of employer scheduling practices</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	
The Effect of Parents' Joint Work Schedules on Infants; Behavior Over the First Two Years of Life: Evidence from the ECLS-B	Rosenbaum and Morett	2009	Maternal and Child Health Journal	1,650	Infants born in 2001 with two parents working at baseline	ECLS-B Waves 1 and 2	<ul style="list-style-type: none"> <li>• Parents' joint work schedule at Wave 1</li> </ul>	<ul style="list-style-type: none"> <li>• Child regulatory problems (Infant/Toddler Symptoms Checklist score) at Wave 2</li> </ul>	<ul style="list-style-type: none"> <li>• Nonstandard work schedules associated with more regulatory problems</li> <li>• Regular opposing parental shifts are worst for problem behaviors</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	
Consequences of Routine Work-Schedule Instability for Worker Health and Well-Being	Schneider and Harknett	2019	American Sociological Review	27,792	Hourly workers ages 18 to 65 at one of 80 large retail or food service companies	Retail Work & Family Life Study (Shift Project) 2016-17	<ul style="list-style-type: none"> <li>• Routine schedule uncertainty (7 measures)</li> </ul>	<ul style="list-style-type: none"> <li>• Sleep quality</li> <li>• Psychological distress</li> <li>• Happiness</li> </ul>	<ul style="list-style-type: none"> <li>• Variable schedules and having less than one week notice of schedule associated with higher distress, lower sleep quality, and lower happiness</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	
Schedule instability and unpredictability and worker and family health and wellbeing	Schneider and Harknett	2016	Washington Center for Equitable Growth	2,829	Nonmanagerial hourly workers at one of 8 large retail firms	Retail Work & Family Life Study (Shift Project) Jan-June 2016	<ul style="list-style-type: none"> <li>• Schedule instability</li> </ul>	<ul style="list-style-type: none"> <li>attitudes</li> <li>• Household financial security</li> <li>• Worker health and wellbeing</li> <li>• Parenting stress</li> </ul>	<ul style="list-style-type: none"> <li>• Variable schedules associated with reduced financial security, reduced wellbeing, increased parenting stress, and reduced time spent with child</li> <li>• Having less than 2 weeks notice of schedule similar but no association with parenting stress</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	

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Parental Exposure to Routine Work Schedule Uncertainty and Child Behavior	Schneider and Harknett	2019	Washington Center for Equitable Growth	4,275	Parents with children ages 15 years or younger and employed at one of 120 large retail or food service companies	Shift Project Facebook survey data 2016-2019	<ul style="list-style-type: none"> <li>Unpredictability measures (on call, canceled shift, last-minute changes, clopen)</li> <li>Scale of unpredictability</li> </ul>	<ul style="list-style-type: none"> <li>Internalizing and externalizing child behaviors</li> </ul>	<ul style="list-style-type: none"> <li>Higher internalizing and externalizing child behavioral scores</li> <li>More unpredictability associated with worse behavioral scores</li> <li>Economic insecurity, time spent with children, and parental wellbeing all mediators</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	
The Evaluation of Seattle's Secure Scheduling Ordinance: Baseline Report and Considerations for the Year 1 Evaluation	Schneider, Harknett, Haley, Lambert, Romich	2018	West Coast Poverty Center (University of Washington)	706	Workers and managers at 109 covered businesses	<ul style="list-style-type: none"> <li>Online surveys</li> <li>Interviews</li> </ul>	<ul style="list-style-type: none"> <li>Seattle's 2016 Secure Scheduling Ordinance</li> </ul>	<ul style="list-style-type: none"> <li>Employer practices</li> <li>Employee practices</li> <li>Perceptions at baseline</li> </ul>	<ul style="list-style-type: none"> <li>Around half of workers have schedules that would be impacted by ordinance</li> <li>Little awareness of ordinance</li> </ul>		Implementation study
Shift Work and Work to Family Fit: Does Schedule Control Matter?	Tuttle and Garr	2012	Journal of Family and Economic Issues	3,051	Workers ages 18 and older	National Study of Changing Workforce 2008	<ul style="list-style-type: none"> <li>Shift work</li> </ul>	<ul style="list-style-type: none"> <li>Family-work conflict</li> <li>Family-work enrichment</li> </ul>	<ul style="list-style-type: none"> <li>Higher family-work conflict and higher family-work enrichment</li> <li>Having children of any age increases conflict</li> <li>Schedule input decreases conflict, with effects larger for men than women</li> </ul>		Schedule stability not considered separately
Stable Scheduling Increases Productivity and Sales: The Stable Scheduling Study	Williams et al.	2018	Worklife Law	28	Employees at GAP retail stores	<ul style="list-style-type: none"> <li>Administrative data</li> <li>Employee interviews</li> <li>Focus groups 2015-2016</li> </ul>	<ul style="list-style-type: none"> <li>Schedule stabilizing intervention</li> </ul>	<ul style="list-style-type: none"> <li>Consistency</li> <li>Predictability</li> <li>Adequacy</li> <li>Input</li> <li>Productivity</li> <li>Sales</li> </ul>	<ul style="list-style-type: none"> <li>Increased schedule consistency and predictability</li> <li>Perceived increases in productivity</li> <li>Increased sales</li> </ul>	Implementation study	
Increasing Schedule Predictability in Hourly Jobs: Results From a Randomized Experiment in a U.S. Retail Firm	Lambert et al.	2019	Work and Occupations	54	Employees at retail firm stores	<ul style="list-style-type: none"> <li>Manager interviews May-August 2012 and early 2013</li> <li>Firm data</li> <li>Employee surveys</li> </ul>	<ul style="list-style-type: none"> <li>Advance notice of schedules (one month vs. one week)</li> </ul>	<ul style="list-style-type: none"> <li>Average length of advance notice</li> <li>Employee perceptions of notice</li> </ul>	<ul style="list-style-type: none"> <li>Increased notice of schedules</li> <li>Manager compliance with intervention inconsistent</li> <li>No effect on employee perceptions of schedule advance notice</li> </ul>	Implementation study	
Uncertain Time: Precarious Schedules and Job Turnover in the U.S. Service Sector	Choper, Schneider, and Harknett	2019	Washington Center for Equitable Growth	1,725	Service sector workers in 30 large U.S. cities	Shift Project Facebook panel survey data 2017	<ul style="list-style-type: none"> <li>Instability scale of 6 measures of work schedule instability and unpredictability</li> </ul>	<ul style="list-style-type: none"> <li>Turnover</li> <li>Weekly earnings</li> </ul>	<ul style="list-style-type: none"> <li>Higher schedule instability associated with increased turnover</li> <li>Current earnings lower among those who quit their previous job due to scheduling conflict</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	

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Hard Times: Routine Schedule Unpredictability and Material Hardship Among Service Sector Workers	Schneider and Harknett	2019	Washington Center for Equitable Growth	28,548	Service sector workers at one of 115 large retail or food companies	Shift Project Facebook survey data and panel survey data 2017-2018	• Instability scale of 4 measures of unpredictability	• Material hardship (hunger and residential)	<ul style="list-style-type: none"> <li>• More advance notice of schedule associated with lower levels of hunger and housing hardship, with effects growing with amount of notice</li> <li>• Higher schedule instability associated with significantly higher hunger and housing hardship</li> </ul>	Study of consequences of scheduling, not impact of scheduling policy	