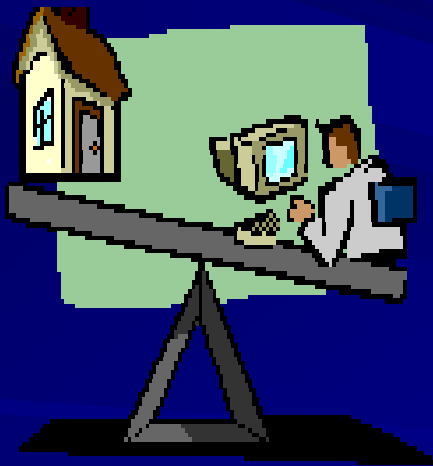
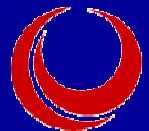


Work-Life Balance – A Personal Issue and a Public Concern



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Some New Words and Rethinking

Struggle, juggle

>>> Work Family Balance

>>> Work Life Balance

>>>> Work Life Integration

From Individual Accommodation (Women)
To Organizational and Cultural Change

Work-Life Conflict / Integration

Recognition of the Dual Agenda

- Not just a personal problem
- A Business AND a Social Policy Issue
- Impacts on Individuals, Families and Children
- A Public Health Matter
- A Gender Equity Concern
- An International Concern

What Has Changed (and Not Changed) Over Time?

- Changes in Families
- Changes in Where, When and How we Work
- Changes in the Economy
- Changes in HR Practices
- Changes in Public Policies, Programs and Services

Changes in Families

- Women in the labour force
 - 64% of mothers with a child < 3 are employed
 - Most couples with children are dual earners



Changes in Families

Evidence of greater father involvement

- More fathers doing more housework and child care
- Stay at home dads ↑
- Fathers taking parental leave ↑



Changes in Work

- Longer work hours
- Working faster
- Work intensification / Work Load
- New technologies – a blessing and a curse
- More precarious work – short term/ temporary/ self-employed
- More non-standard work hours
- Opportunities for flex schedules, flex place, flex careers?
- Workplace culture change?

The Trends and the Issues



Impact of Technology on Workload



Evidence of Increased Work Stress and Work-Life Conflict

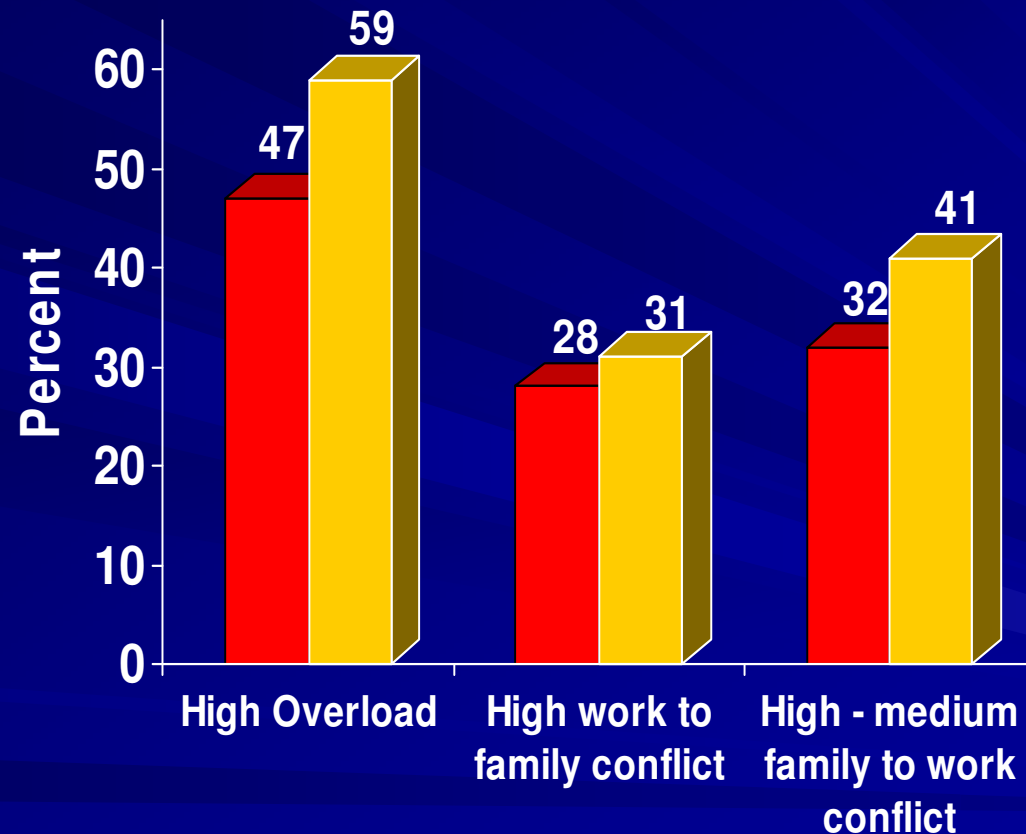
Major studies are consistent:

- Work-life conflict has increased over the decade
- Employees' mental health has declined
- Employees' attitudes to work are deteriorating
- More job stress
- Less job satisfaction and commitment

Concerns on many levels

Role Overload and Conflict Between Work and Family

1991 □ 2001 □



Consequences of High Role Overload and Job Strain

- Burnout, Disengaged
- Job Stress
- Absenteeism
- Depression *
- Clinical depression within 2 years
- Physical health impacts
- Family impacts
- Lower job satisfaction
- Intent to turnover
- Lower productivity
- Increased costs re Health Benefits
- Recruitment and Retention costs
- Impacts on co-workers
- Customer / client satisfaction

3 Levels of Response

- **Individual / Family**

Key decisions

Resources available

Coping strategies

- **Organizational / Workplace**

Best places to work?

- **Public Policy and Community Supports**

Our social infrastructure

Individual and Family Responses

Key decisions for parents of young children

- When to have children? How many?
- Parental leave – who, how long?
- Sharing earning and caring roles, tasks
 - Modifying work expectations / hours / location?
 - Self employment ? / Work at home ?
 - Child care
 - Off- shift work and caring ?

What factors expand / constrain options and choices?

Individual and Family Responses

Coping Strategies for Combining Work and Care:

- Superwoman syndrome
- Reduce demands
- Compartmentalize / Integrate
- Redefine role expectations
- Share role functions with others

Organizational Change

Best Places to Work:

- Focus on employee engagement
- Workplace culture – work and life
- Flexible options – without sacrificing career
- Attention paid to resources to help workers and managers succeed
- Gender equality

Public Policies and Community Supports

Are we family-friendly? Child-centred?

- Proactive Policy making that supports earning and caring
- Leave policies
- Child care *
- Part – time options (EU Strategy_
- Pay equity
- Responsive, inclusive parenting programs and supports

Concerns

Economic pressures on young families

Opportunities to address unmet needs

Maintaining high quality, responsive programs

Your Role, Your Opportunity

- Supporting parents of young children through difficult times
- Research and advocacy
- Maintaining your own work-life balance

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