

WORK-LIFE BALANCE

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DEFINITION

. What is Work-Life Balance?

- “ It is about people feeling satisfied with the way they divide their time and energy between paid work and all other things they need and want to do.
- “ Thus it refers to the need in all of us to have a balance in our lives
- “ We perform better when we have some element of work

INDICATORS OF A GOOD WORK-LIFE BALANCE

- “ A good work-life balance is in place when employees:
- “ Work between 5 and 9 hours per day
- “ Don't have to travel more than 1hr to & from work
- “ Have and take advantage of proper rest and eating periods w/in their working day/night
- “ Know in advance what shifts/days they are scheduled to work
- “ Have interests/pursuits outside the workplace
- “ When doing their jobs have time left to be engaged in activities that have no connection to work

Agriculture Sector In a Nutshell

- “ Most of the workers work in micro-workplaces
- “ Self-employment is the most common type
- “ Workers work more hours per week as compared to other workers elsewhere
- “ The sector has a high proportion of absenteeism due to work accidents, with relatively many workers reporting poor health and their health to be at risk because of work
- “ The %age reporting not having contract are many

Links with management practices and productivity

- “ Well managed firms do not work ‘harder’ but ‘smarter’
- “ Employees typically have a better work-life balance
- “ Have good ‘people management’ -e.g fostering talent; rewarding & retaining well performing staff & providing consistent training opportunities, family-friendly policies, flexible working, shorter hrs, more holidays, childcare subsidies etc
- “ Hrs worked by both managerial and non-managerial staff not significantly higher than those in badly run firms
- “ The share of women in management relative to non-management is significantly higher in firms with better work-life balance

EFFECTS AND EFFICACY OF GOOD MNGT ON WORK-LIFE BALANCE

- “ The **pessimistic trade-off view** is that: Tougher product market competition and globalization has undesirable consequences
- “ Although these forces raise productivity, they come at the expense of misery for workers in the form of long hrs, job insecurity & intense and unsatisfying work
- “ The **optimistic win-win view** argues that better work-life balance will improve productivity and employers are mistakenly failing to treat their workers as assets and implement better work-life balance practices
- “ **Which view is better?** Research has shown that hybrid view is preferable
- “ Improving work-life balance is socially desirable-workers obviously like it and firm productivity does not suffer
- “ Good work-life balance seems to be something that well-run firms in competitive markets do naturally
- “ They need to treat their employees well to keep them-if not their competitors will hire them away

The Main Issues in Work-Life Balance

- “ What happens at work influences what happens in the rest of our lives
- “ A tired and stressed employee from work has no energy and patience for supporting teenage children
- “ What happens outside of work influences how we perform and feel at work
- “ Getting a satisfactory work-life balance maximizes the positive spill-over between work and the rest of our lives-which is good for employees and employers

Main Issues continued...

- “ Recruitment and retention-employers
- “ Morale and employee relations
- “ Flexibility and business needs
- “ Customer expectation
- “ Increased Productivity

Flexible work arrangements

- “ Flexitime-employees start and finish work earlier or later between agreed range of times
- “ Quality part-time-reduced working hours
- “ Career, study, community participation breaks
- “ Compressed working hours or rostered days off(RDOs)
- “ Job sharing
- “ Time off in lieu(TOIL)

Flexible work arrangements cont...

- “ Purchased leave
- “ Grandparents leave-unpaid leave of upto 52 wks is made available to grandparents/parents
- “ Term time-unpaid leave during school holidays made available to employees with school-aged children
- “ Working from home
- “ Paternity leave

Flexible Work Arrangement.....

- “ Employee choice rostering
- “ Flexible annual leave

Steps for Developing a work-life Balance Strategy

1. Get management support and the right people on board
2. Find out about what is happening now, and what the issues are for your organization and your workforce
3. Identify the possible solutions
4. Implement the strategy
5. Measuring and maintaining progress

CONCLUSION

- “ There is more and more evidence that effective work-life balance strategies benefit both employees and employers
- “ Sensitivity to work-life balance is now seen as part of sensible management
- “ Finding and implementing the right combination of win-win solutions to meet the needs of both your organization and employees is not necessarily a quick and easy process
- “ Nor is it something you can do once and then tick off the list as finished.

THE END

- “ Talk to other organizations that are looking at work-life balance issues
- “ You don’t have to reinvent the wheel.
- “ THANK YOU