

Project Title: Work- life Balance across the Lifecourse: Proofing Policies and Practices

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The aim of this project is to develop a toolkit to help businesses proof check their work-life balance policies and practices. As work-life balance is a key issue on current policy agendas, businesses need to ensure that their employment practices comply with UK and EU legislative developments. Workforces, experiencing various career and personal life stage challenges are becoming much more diverse than ever before. Businesses therefore have to continually strive to manage issues relating to both employee relations and economic competitiveness. Also, fostering an appropriate work-life balance culture, which allows employers to effectively manage and balance the requirements of their business with the needs of their employees and key stakeholders also presents challenges. Management issues around workforce diversity and employee lifecourse stages and transitions pose risks to the effective management of work-life balance strategies. Encouraging businesses to proactively focus on work-life balance can have a positive impact on employee motivation, satisfaction and commitment as well as business performance.

In line with statutory regulations, best practice and with the involvement of key stakeholders, this project will develop and pilot a work-life balance across the lifecourse toolkit. The practical tool will also assist with:

- raising awareness across the working life of work-life balance and associated policies and procedures
- the day to day development, management and monitoring of work-life balance policies and practices, thus improving business performance
- improving recruitment and retention through more informed planning and better management through continuous improvements in work-life balance policies and practices

The project comprises of three stages:

Stage one: gathering evidence from the literature of work-life balance policies and practices

Stage two: interviews with employers to investigate current work-life balance policies and practices and opportunities and challenges

Stage three: development and piloting of the toolkit

For further information on this project please contact-

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