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Duration of Research:
November 2006 – December 2007

Work-Life Balance Resource Development

A research project involving small to medium sized enterprises, (SMEs), in Scotland to explore:

- employers' views on work-life balance policies
- awareness of work-life balance issues at various points of employee working lives
- employers' experiences of developing and monitoring policies

Balancing work commitments and personal responsibilities are common concerns for both employees and employers:

- legislation is increasing, as is guidance on flexible working and related policies
- employees are increasingly balancing work commitments with personal responsibilities such as caring for children, elderly or ill relatives
- employers are constantly grappling with the issues of employee wellbeing within the workplace
- many employees are working long hours

Benefits to Businesses

- businesses need to ensure that their employment policies and practices comply with up-to-date UK and EU legislation
- work-life balance can have a positive impact on employee motivation, satisfaction and commitment
- employers are faced with changing policies on work-life issues, which pose challenges that may impact upon performance

This project developed a resource toolkit to assist the monitoring of work life balance policies and practices. The toolkit development is with small to medium sized enterprises (SMEs), and of relevance to all groups of workers.

What was involved?

Stage 1: Interviews with employers to investigate current work-life balance issues, policies and practice and inform development toolkit

Stage 2: The research team piloted the proofing kit in partnership with a number of SMEs

Stage 3: Development, piloting and dissemination of the toolkit

The resource kit assists with:

- the day to day development, management and monitoring of work-life balance policies and practices, key to maintaining business performance
- raising employer and employee awareness of best practice in work-life balance issues