Balanced Employees
MAKE GOOD EMPLOYEES
BENEFITS OF WORK-LIFE BALANCE POLICIES
We all come from various walks of life with different living situations and numerous challenges both in and out of the office every day. As such, fostering a positive work life environment can have a significant impact on employee engagement. Policies designed with wellness in mind increase job satisfaction and productivity, helping to attract and retain talented employees. These policies also help employers stand out as supportive members of their community.

Here are a few ways that your business can create a workplace with stronger work-life balance:

- Worksite Wellness Programs
- Lactation-Friendly Policies
- Flexible Work Schedules
- Child Care Support
- Pregnancy Leave Policies and Practices
- Guidance and Training
- Support of public policy that addresses these items

**Worksite Wellness Programs**

Employers can help their employees live healthy lifestyles by having an onsite wellness center, providing wellness screenings or sponsoring fitness classes.

An employer wellness program has the potential to improve morale and productivity. Providing opportunities for employees to engage in healthy lifestyle choices can reduce absenteeism.

**Lactation-Friendly Workplace**

Law does require employers provide a lactation room (other than the bathroom) to support breastfeeding, but companies that provide an overall lactation-friendly workplace will tell you it is much more than meeting a legal obligation. It can boost employee morale and reduce health care costs. As well, research shows it is cost-effective. For every $1 a company invests in lactation support, there is a $3 return.

Breastfeeding has immense health benefits for both mothers and infants, whereby reducing health care costs and absenteeism.

**For employers, there is a cost due to formula-feeding moms taking more days off to care for sick children, resulting in decreased productivity.**
Flexible Work Schedules
Allowing for flexible work schedules can mean different things for different businesses. Support employees to select their schedule to better fit their personal needs to help balance life and work. Consider these options:

- Flextime: Core hours with modified start and end times.
- Telework: Full-time and/or part-time work that can be conducted off-site.
- Job sharing: Giving two employees reduced schedules, so their responsibilities equal that of a full-time position.
- Provide schedules six weeks ahead of time.

Child Care Support
Finding high quality child care can be stressful for any parent. Support employees through this process by:

- Offering a list of child care providers near place of employment, including specific location, cost and hours.
- Providing information and applications for subsidized child care to employees.
- Offering a Dependent Care Flexible Spending Account.

Family and Medical Leave
Create positive experiences for parents and growth opportunity for the leave employee and their surrounding team.
Support Employee Community Engagement

- Support employee team volunteer days
- Create a paid "School Activity Policy," encouraging parents to stay engaged while attending parent-teacher conferences, attending their children’s performances and/or participating in school related co-op service hours.

Support of Public Policy
Support policies that expand quality early education options, many of which are discussed in this pamphlet.

Guidance and Training
Provide guidance and training to supervisors that specifically addresses support and tolerance to parents juggling childcare and education schedules and emergency child/student related events.

If you would like more information or help adopting work-life policies in your organization, please contact:

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References:

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