A Paradigm Shift for a better WLB
**Resistance to Change**

A. Individual Resistance to Change
   1. Economic insecurity
   2. Fear of uncertainty
   3. Fear of losing power, resources and freedom
   4. Existing habit

B. Organizational Resistance to Change
   1. Structural Inertia
   2. Resource constraints
   3. Organizational culture
   4. Existing agreements
   5. Huge investments

OLD WAYS WON'T OPEN NEW DOORS
Change in
Personal Relationships and responsibilities
Equal opportunities for all
Media’s outlook/society’s norms
Attitude towards knowledge
Employer-Employee relationships
Home maker ...who ?-redefine
• Clarke Gayford -- a stay-at-home father for baby Neve
Larissa Waters: the senator who stood up for the barrier reef and women’s rights
Waters made history as the first woman to breastfeed in Australia’s parliament

New Zealand's state broadcaster apologises after posting video of Prime Minister Jacinda Ardern breastfeeding her daughter
• Politician was talking to TVNZ to announce her ban on single-use plastic bags
“I have seen this happening in many families that once the elderly people are bedridden, they are usually looked down upon by the youngsters. But while there are many organizations working for young people, education of children, women rights, etc. there aren’t many that are working for old people living either with their families, or in old age homes,” says Naman.
experiment was undertaken within the UK to measure the impact of inter-generational interaction on the health and happiness of the older group.

Breaking down Age Barriers

The impact of young children

Children are open minded. They love attention and take an interest in adults. At the same time, children learn quite mature skills from adults, so this inter-generational engagement is reciprocal.

After six weeks, none of the retired residents registered as depressed.
Equal Opportunities for all

Kalki Subramaniam

India has an estimated two million transgender people, and in 2014 the country's Supreme Court ruled that they have equal rights under the law. As well as the right to marry and inherit property, they are also eligible for quotas in jobs and educational institutions.
Disability

Temporary Disabilities

Temporary disabilities result from a range of other conditions including:

• Accidents
• Seizure disorders
• Heart disease
• Stroke and joint replacement
Additional Challenges
For instance, while workers with and without disabilities may have family responsibilities, employees with disabilities may encounter negative attitudes about their right or fitness for parenting given their disability.

At work, people with disabilities are more likely to experience harassment and discrimination. And, although leisure activities can help any worker to manage stress from their work and personal life, inaccessibility of leisure sites or unwelcoming attitudes can make for more stressful leisure experiences

the unique concerns of stigma, functional limitations, and disparities in multiple life domains.
**Intersectionality**
A significant challenge that people with disabilities contend with is the tendency for employers, neighbors, family members, and others to view disability as their single or most salient identity, when in fact, as with all people, people with disabilities have multiple intersecting identities (race, gender identity, sexual orientation, age, etc.). These identities are fluid and one may be more salient than others within a given context. When people with disabilities are viewed as having solely a disability identity, it devalues other, equally important and valuable perspectives they may have, and leads to misunderstanding about their wants and needs.

**Strategies for Maintaining Work-Life Balance**

- **Personal Relationships**
- **Leisure and Self-Care Practices**: People with disabilities may have fewer outlets for managing the stress that can result from work and life concerns.

**Family and Disability-Friendly Workplace Policies**
Flex-time and flex-place work options allow workers to adjust their schedule and/or work location as long as they are able to complete required job tasks. This flexibility can be especially helpful to workers with disabilities’ work-life balance.
In a 2014 Work-Life Balance & Disability Study, 23% of participants reportedly experienced harassment and discrimination. Many participants described these situations as “bullying”, although that term was not used in any of the survey questions:

- Being yelled at by supervisors and coworkers, often in front of other employees;
- Being denied professional development and promotional opportunities;
- Being excluded from information sharing at work;
- Being excluded from workplace and after-work socializing;
- Being excluded from employee recognition;
- Being forced to publically disclose their disability; and
- Being pushed toward taking an early retirement or constructive discharge by the perpetrators’ making the work environment so intolerable that a reasonable person would not be able to stay.

Being subjected to mistreatment not always or solely because of disability, but also due to gender, age, sexual orientation, and other personal characteristics.

These findings suggest that, similar to other marginalized groups, workers with disabilities may be bullied more often than their colleagues without disabilities.
Inclusion@Work
A Framework for Building a Disability-Inclusive Organization

- **Lead the Way:** Inclusive Business Culture
- **Build the Pipeline:** Outreach & Recruitment
- **Hire (and Keep) the Best:** Talent Acquisition & Retention Processes
- **Ensure Productivity:** Reasonable Accommodations
- **Communicate:** External & Internal Communication of Company Policies & Practices
- **Be Tech Savvy:** Accessible Information & Communication Technology
- **Measure Success:** Accountability & Self-identification
Media’s outlook-Societal Norms
Attitude towards Learning
Commit yourself to lifelong learning. The most valuable asset you’ll ever have is your mind and what you put into it.

Brian Tracy

The man who graduates today and stops learning tomorrow is uneducated the day after.

Newton D. Baker

Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young.

Henry Ford

Develop a passion for learning. If you do, you will never cease to grow.

Anthony J. D’Angelo
The capacity to learn is a gift; The ability to learn is a skill; The willingness to learn is a choice.

Brian Herbert

Lifelong learning is no longer a luxury but a necessity for employment.

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“The shift to lifelong learning is absolutely essential. As the pace of technological change quickens, we need to be sure that employees are keeping up with the right skills to thrive in the Fourth Industrial Revolution. That applies to both technical and soft skills. There will be changes in both areas.”

— Zvika Krieger
Head of Technology Policy and Partnerships
Center for the Fourth Industrial Revolution
World Economic Forum

The Internet restructures the paradigm of learning, especially lifelong learning over a 35- to 40-year working lifetime.

QUOTED.COM

Kevin Lynch
Employer Employee relationship
What’s the ideal weekday work-life balance?

Current Balance

- Work (including commute time): 33%
- Personal time: 10%
- Hobbies: 6%
- Errands/Chores: 6%
- Spouse: 8%
- Kids: 6%
- Family: 6%
- Friends: 6%

Retention, Support, Empathy
PEOPLE WITH DEPRESSION SAY IT FEELS LIKE:

- You are a burden to everyone.
- Your head is surrounded by a thick, black, unrelenting fog.
- Exhausting, like you're living in a cage.
- Hopeless. Like there is no person or thing that can help you forget about everything that makes you sad all of the time.
- An overwhelming sense of sadness about life and about all that you are and all you do.
- Fighting an exhausting battle against yourself.
- You need to hug someone. But at the same time, you don't want any human to hug you.
- You have a lump in your throat, as if you're about to cry at any moment, all day.
- Difficult to tell if you can trust your own perception of reality.
- A needle of pain pricking at your body at every chance it gets.
- All you want is to go home and just curl up and fall asleep forever.
- Being misunderstood and ashamed.
- Soul sucking torture.
- You are numb to the world.
- You want your life to get better, but everything is so hard to do and you have no motivation.
- Drowning and no one sees it and you feel helpless against the water around you.
- Really terribly lonely all of the time.
- A dark, empty room with no escape.
- It's hard to be happy, to love or accept love.
- You'll never be happy again, even when you know that's not true.
- Heavy and tired, like you're moving through quicksand.
“For many young people when they enter the company it is quite a different world from what they have been promised – it is not dynamic, not multifaceted. And when reality doesn't cope with the promises of HR marketing, the young talents won't stay long

“Generation Y are very keen on developing themselves. They want to have success, but in a different environment to the one we worked in when Generation X were young,”

“It has a lot to do with having more time for themselves and their family. When I started my career, we were working 60 to 70 hours a week.

Generation Y know where their physical barriers are. It is a reflection of their childhood.

When they grew up, their families didn't have time for them, there were divorces or fathers were getting heart disease.” (Munich based company’s survey)
Working Parents Who Say Their Employer Does Not Care About Them: 62%

Working Parents Won’t Speak Up:
- 77% won’t speak up about lack of work-life balance
- 68% won’t speak up about feeling burnt out

Managers Left in the Dark:
- 34% concerned that parents struggle to balance work and life
- 60% say working parent burnout is avoidable

- 47% would downshift into a less stressful job
- 38% would take a pay-cut to improve work-life balance
- 70% would assess childcare before a new job or promotion

Working Families: Changing the Way We Live and Work
Bright Horizons
How A Clean Office Can Boost Productivity

There is a school of thought that a cluttered, paper-strewn desk hints at a person who is constantly hard at work, but usually it is cleaner offices that are more productive. Being organised and maintaining a clean working space is very helpful in getting your best work done.

STATISTICS

The average employee loses 9 working days a year to sickness, some of which may be attributed to a lack of workplace hygiene.

A typical office keyboard can carry up to 7,500 bacteria at any given time.

Objects such as telephones, computer mice, and keyboards are often touched hundreds of times a day and can harbor high levels of bacteria and viruses.
Benefits of Work Life Balance Initiatives for Employees

- Ability to manage work and individual commitments
- Improved personal and family relationships
- Flexible working arrangements resulting in reduced work overload and stress
- Increased focus, motivation and job satisfaction knowing that family and work commitments are being met
- Increased job security from the knowledge that an organisation understands and supports workers with family responsibilities
- Increased ability to remain employed.
- Increased ability to remain competitive in career advancement
- Improved health and wellbeing of staff

Figure 11: Work-Life Balance: A checklist for employers

An organisation that is committed to work-life balance:
- Recognises that effective practices to promote work-life balance will benefit the organisation and its employees
- Acknowledges that individuals at all stages of their lives work best when they are able to achieve an appropriate balance between work and all other aspects of their lives
- Highlights the employer’s and the employee’s joint responsibility to discuss workable solutions and encourages a partnership between individuals and their line managers
- Develops appropriate policies and practical responses that meet the specific needs of the organisation and its employees, having regard to:
  * fairness and consistency
  * valuing employees for their contribution to the business, not their working pattern
  * monitoring and evaluation
- Communicates its commitment to work-life strategies to its employees
- Demonstrates leadership from the top of the organisation and encourages managers to lead by example.

Source: (Great Britain. Dept. for Education and Employment. et al., 2000, p4)
Change from: Face time-presenteeism—loyalty, commitment, competence, potential
Focus from hours to output
From presence to performance
Change in
Personal Relationships and responsibilities
Equal opportunities for all
Media’s outlook/society’s norms
Attitude towards knowledge
Employer-Employee relationships
Be a part of the paradigm shift for a better WLB