



# LIFE BALANCE

## Managing daily life

Every person has a limited number of hours that they divide among different periods of life: work, family and personal time.

**We find out how to balance time!**

Learn about the measures and services that allow you to organise a better way of life.



## WHAT IS AND WHAT IS NOT WORK-LIFE BALANCING?



### Work-life balancing is...

- ...seeking the balance between personal, family and professional life.
- ...improving people's quality of life and achieving co-responsibility between men women.
- ...coordinating interests, needs and obligations.



### Work-life balancing is not...

- ...something just for women.
- ...to help women to take care of the family and home more easily.
- ...to work less (and is not limited to flexibility of schedules and days off work).

## HOW CAN WE COORDINATE WORK, FAMILY, AND PERSONAL SPACE?

### Flexibility of TIME

Goals are more important than timetables. And personnel have the autonomy to decide on the most beneficial hours for them and the company.



Flexibility in terms of start and finish times.

Bank of hours: exchanging extra hours worked for occasional personal hours.

### 1 FLEXIBILITY MEASURES



### Flexibility of SPACE

This is the disassociation of the worker from a specific physical space. You can carry out your professional work in different places.



Working from home: alternative models of occasional remote working.

Meetings by videoconferencing in order to avoid journeys.

### FLEXIBILITY

The work commitment is adapted to the different moments of the life cycle.



Extending the working life with a gradual retirement.

Extension of leave related to paternity/maternity beyond what is required by law.

### 2 LABOUR RELATIONS



### PROFESSIONAL SUPPORT

Workers are assessed and trained to ensure their professional and personal development.



Online training and other non-attendance training models.

Flexibility in the working day to take courses.

### INDIRECT

Resources provided by companies to facilitate the work-life balance.



Vouchers and other financial aids, for care services for minors and dependent persons in their charge.

Support for daily mobility: transport organised by the company, free parking, car sharing incentives.

### 3 SERVICES AND BENEFITS



### ADDITIONAL PRODUCTS AND SERVICES

Aimed at customers or staff.



Babysitting or care services for children or dependent people while on courses or at seminars.

Canteen room service within the company itself, equipped offices, etc.

## HISTORICAL EVOLUTION OF THE WORK-LIFE BALANCE

WORK-LIFE BALANCE INEXISTENT

70'S

48 working hours per week

REDUCTION OF THE WORKING DAY

80'S

40 working hours per week

WORK-LIFE BALANCE... WHAT? EUROPE, YOUR MOVE!

90'S

Work-life balance is placed on the political agenda

BECOMING AWARE: NEW MOVEMENTS!

00'S

First equality laws and leave regulated by law

CONSOLIDATION: ORGANISATIONS AND COMPANIES TAKE ACTION

10'S

Co-responsibility is started to be spoken about

## WOULD YOU LIKE TO KNOW MORE?



Employment contracts +

