

Each October provides an important reminder of the power of work-life programs and policies that attract, retain, and motivate the workforce.

Make the most of this year's National Work & Family Month by thinking about flexibility, wellness, business goals, and balance.

Supervisors: How can you support the work-life flexibility needs of your employees, while meeting business goals?

Employees: Take some time to reflect on how well your work and personal/family life fit together.

Think creatively about solutions.

Explore the resources, policies, and practices available at Auburn University.

Visit our website:
www.auburn.edu/win

October is National Work & Family Month

Our workforce is changing:

- 85% of U.S. workers have immediate, day-to-day family responsibilities outside of their jobs (U.S. Dept. Labor, 2008).
- 71% of mothers with children under the age of 18 participate in the U.S. workforce (U.S. Dept. Labor, 2007).
- 80% of married/partnered employees live in dual-earner couples, outnumbering breadwinner/homemaker households 3-to-1 (Families & Work Institute, 2008).
- 59% of those caring for an elderly relative or friend work and manage care giving responsibilities at the same time (Workplace Flexibility, 2010).
- The number of unpaid family caregivers for the elderly is estimated to reach 37 million by 2050, an increase of 85% from 2000, as baby boomers reach retirement age in record numbers (Aumann, Galinsky, Sakai, Brown, & Bond, 2010).
- Work hours have increased for both husbands and wives (couples with children work on average 91 hours/week), and so not only are there more dual-earner families today, they are working harder than ever before (U.S. Dept. Labor, 2008).
- 90% of mothers and 95% of fathers report work-family conflict (Williams, 2010).

Why should employers care?

- Providing ways to find work-life balance and access to a flexible work schedule is a key recruitment and retention strategy today, and ranked by employees as one of the most important job characteristics (Galinsky, Bond, & Hill, 2004; Randstad, 2008).
- The supportiveness of their workplaces and the quality of workers' jobs are key predictors of job productivity, job satisfaction, engagement, commitment to employers, and retention (Workplace Flexibility, 2010).
- Employees with higher levels of work-life integration are more highly engaged and less likely to look for a new job in the next year, and also enjoy better overall health, better mental health, and lower levels of stress (Families & Work Institute, 2004).
- Employees who are able to effectively balance family and work responsibilities are less likely to report making mistakes or feeling resentment toward employers and coworkers (Galinsky, Bond, Kim Backon, Brownfield, & Sakai, 2004).
- Job flexibility allows dual-earner couples to be more involved in their children's lives, reaping myriad personal, health, family, and societal benefits (Workplace Flexibility, 2010).

For more information on Work-Life Resources at Auburn:
www.auburn.edu/hr

