

Work & Family Issues

Dr Rikaz Sheriff MBBS

Senior Medical Officer, Western Hospital

Transplant & Employee Counselor

PGIM Trainee MSc in Biomedical Informatics

PGIM Trainee Certificate in Medical Education

Outline

- **Introduction**
- **The balancing act – general issues**
- **The balancing act– specific issues**
 - Stress
 - Women in the workplace
- **How can we help?**
- **Q & A**

Introduction

What **work** are we talking about?

- Work = Activity directed toward making or doing something
- Work = Applying the mind to learning and understanding a subject (especially by reading)
- Work = **The occupation for which you are paid**

When you say **family**...

- = An association of people who share common beliefs or activities
- = People descended from a common ancestor
- = Primary social group; parents and children
- = A social unit living together

My parents did both well!

Why was that?

- Did they have more time?
 - Were they workaholics?
- Were they paranoid about money?
 - Did they pay taxes?
- Was it competitive then?
 - Was the cost of living relative to the earned amount better?
- Were people happy with what they had?



What
Is
The
Secret?

THE BEAUTIFUL BALANCING ACT OF LIFE

The balancing act: general issues

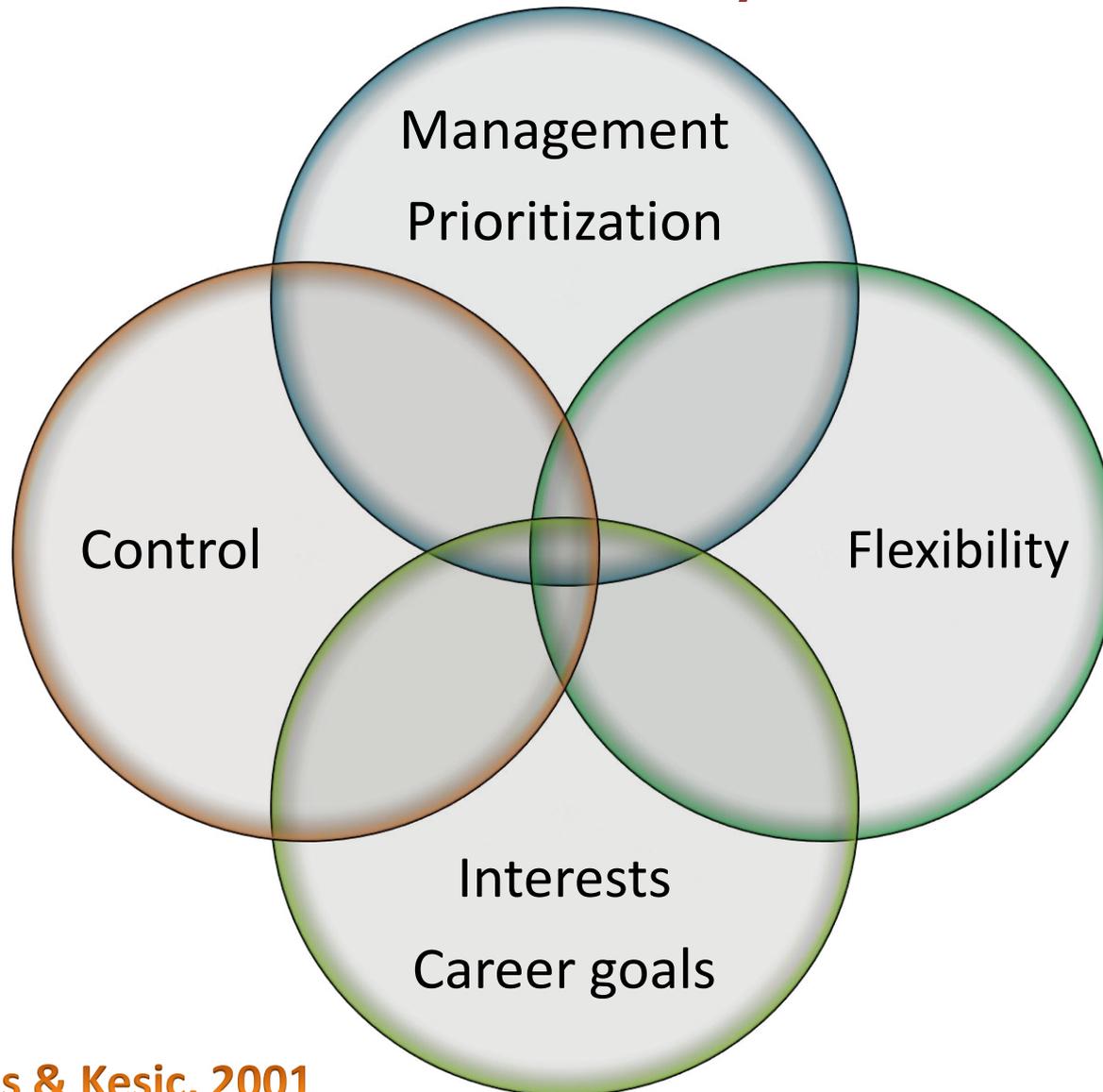
What's all the **fuss** about?

- Work & Family used to be seen as separate entities
- Women started entering the work force in large numbers (36.5% - WB '02)
- More single parent families
- More dual job families
- Gender boundaries began to blur

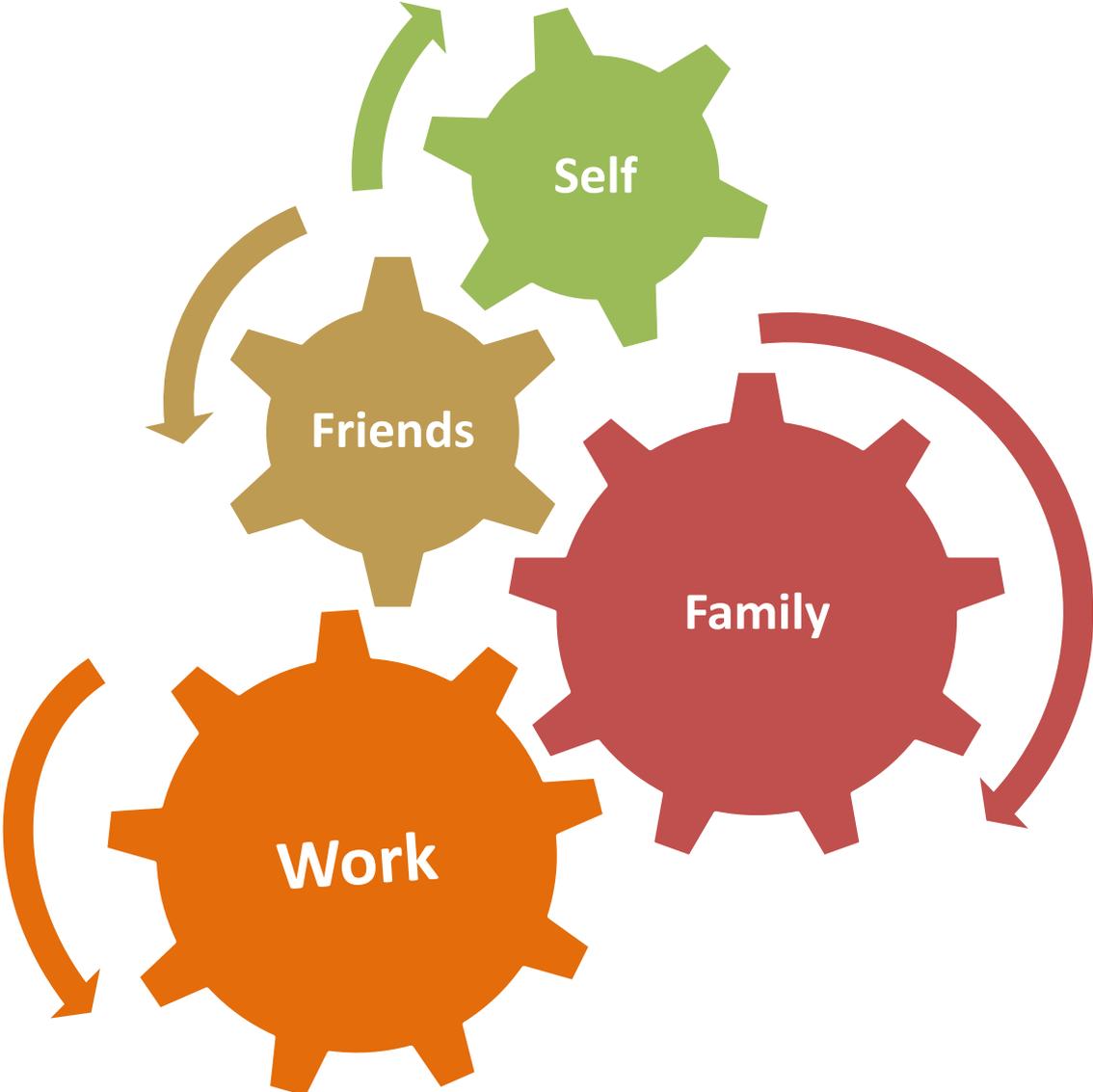
What's all the **fuss** about?

- Job demands have increased
- Rising household financial needs
- Thus it has become necessary for employers and employees to understand this Work-Family balance!

What is work-family balance?



Balance is a well oiled machine!



What is the **impact** of it?

- Work & Family balance has gained increasing prominence in recent years.
- Working hours is one of the issues.
- Rotating of shifts in day and night
- Difficulty focusing on even the simplest thing.

What is the **impact** of it?

- Burnout
- Emotional instability
- Leads to dietary imbalance
- Juvenile delinquency

What is the **impact** of it?

- Lower life satisfaction
- Higher rates of family problems & divorce
- Increasing incidents of substance abuse

What is the **impact** of it?

- More absenteeism
- Lower organizational commitment
- Rising healthcare cost

Rank Ordered Life-Event Means in the Revised Social Readjustment Rating Scale

1. Death of spouse/mate 87
2. Death of close family member 79
3. Major injury/illness to self 78
4. Detention in jail or other institution 76
5. Major injury/illness to close family member
6. Foreclosure on loan/mortgage 71
7. Divorce 71
8. Being a victim of crime
9. Being a victim of police brutality 69
10. Infidelity 69

Rank Ordered Life-Event Means in the Revised Social Readjustment Rating Scale

11. Experiencing domestic violence/sexual abuse 69
12. Separation [from] or reconciliation with spouse/mate 66
13. Being fired/laid-off/unemployed 64



So people have more on their mind than just work!

Working Hours

- Vedda = ~ 5 hours per week
- Early 20th Century = ~ 40 hours per week
- Europe/USA now \pm within this range
- Asia now ~ 50 – 60 hours per week

Burnout

- is a psychological term for the experience of long-term exhaustion and diminished interest.
- **Organizational burnout** can be described as a general wearing out or alienation from the pressures of work (*Tracy, 2000*)

12 phases

1. A compulsion to prove oneself
2. Working harder
3. **Neglecting** one's own needs
4. Displacement of conflicts (the person does not realize the root cause of the distress)
5. Revision of values (friends or hobbies are completely dismissed)
6. **Denial** of emerging problems (cynicism and aggression become apparent)
7. **Withdrawal** (reducing social contacts to a minimum, becoming walled off; alcohol or other substance abuse may occur)
8. Behavioral changes become obvious to others
9. Depersonalization (life becomes a series of mechanical functions)
10. Inner emptiness
11. **Depression**
12. Burnout syndrome

The balancing act: specific issues

A close-up photograph of a grey stone sculpture of a person in a meditative pose, possibly a Buddha or a similar figure. The sculpture is set against a background of green foliage. The word "Stress" is overlaid in the center of the image in a red, outlined font.

Stress

Stress

- It is a physical, mental, or emotional factor that causes bodily or mental tension
- A small amount of stress can be a useful
- Severe occupational stress impacts negatively at a personal and professional level.

Stress

- Stress has the ability to negatively impact on the quality of care we give our employer.
- Stress can question our job happiness.
- Stress makes people **quit**.

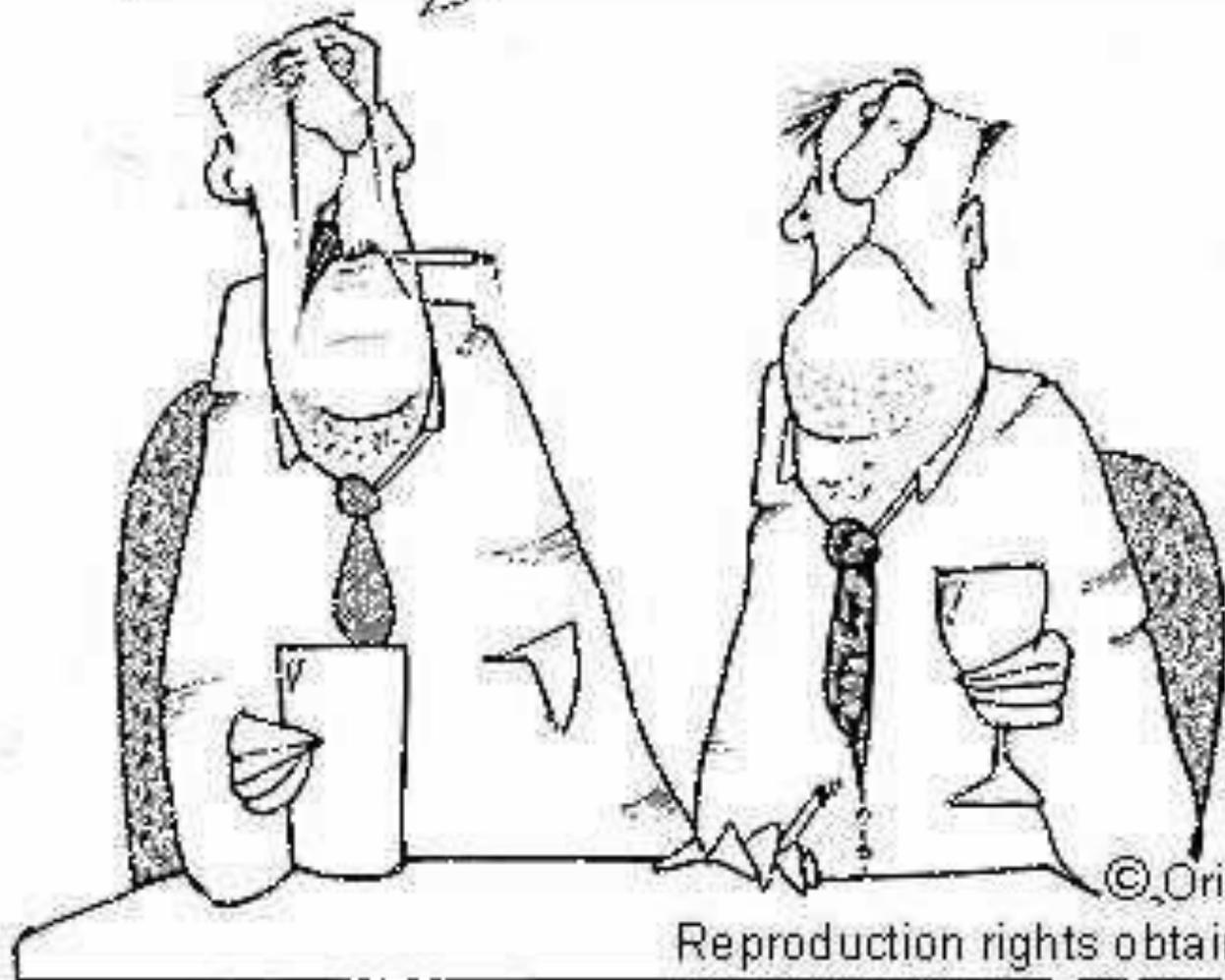
Stress

- Stress can make you ill.
- Stress can shorten your lifespan.
- Chronic stress can lead to hypertension, haemorrhoids, varicose veins, gingivitis & many psychiatric illnesses.

YOUNGSTERS THESE DAYS ARE **SPOILT**, APART FROM THE
TRIPLE-BYPASS, FIVE DIVORCES, 4 ESTRANGED
CHILDREN AND CIRRHOSIS 90 HOUR WEEKS NEVER
DID **ME** ANY HARM!



search ID: forn671



FRANK

© Original Artist

Reproduction rights obtainable from

www.CartoonStock.com

Women in the workplace



Women in the workplace

- Pregnancy
- When young they need to look after small children
- When older they need to assist teenagers to establish themselves

Women in the workplace

- May have to look after aging parents
- If more time is spent for family work = less time for company work = ↓ salary
- Full time working women have a very tight time squeeze for family work

Some **surprising** facts

- The more education a woman has, the greater the disparity in her wages
- Women may work longer to receive the promotions that provide access to higher pay.
- Women earned less than men in **99%** of all occupations

How can we help?

Employers

- Employers need to protect their employees to achieve a better balance between work, family and life commitments.
- We can achieve this by **treating staff as adults** who are balancing their work with commitments

Employers

- Be positive about making flexible changes in the work place
- Create a **work life balance policy**
- Increase employee sense of control and choice

Employers

- Increase awareness of employees entitlements
- Increase the ability to attract and retain skilled employees
- Conduct work life balance survey

Employers

- Increase job mobility
- Improving safety wellbeing and respect for all employees
- Effective communication methods

Family Friendly Policies

- Family leave policy
 - Family leave allows workers to take time off from their jobs because of pregnancy, childbirth, infant care, and tending to ill family members.
 - Because this policy makes it possible to deal with problems without giving up the job, it increases incentives for women to invest in firm-specific training and for employers to provide them with opportunities to do so.

Family Friendly Policies

- Flextime
 - Variation in work schedules at the discretion of the employee
 - Variation in the number of hours worked per day, week, or pay period

Family Friendly Policies

- Nonstandard Work Schedules
 - Employees work rotating shifts, weekends, or nights.
 - Set by employer

Employers

- Increase job mobility
- Improving safety wellbeing and respect for all employees
- Effective communication methods
- Employee **acknowledgement** at all given opportunities

Family Friendly Policies

- Child Care
 - Giving subsidies to get hired care for children
- On-Site/Near Site Day Care
 - Allows mothers to attend to a infant efficiently without impeding work.

References

- <http://www.highbeam.com/doc/1G1-163393856.html>
- <http://www.worklifebalance.com/worklifebalancedefined.html>
- [http://en.wikipedia.org/wiki/Burnout \(psychology\)](http://en.wikipedia.org/wiki/Burnout_(psychology))
- <http://eurheartj.oxfordjournals.org/content/25/10/867.abstract>
- <http://www.ncbi.nlm.nih.gov/pubmed/12669921>
- [http://www.jobprofiles.org/library/students/10 surprising stats on women in workplace.htm](http://www.jobprofiles.org/library/students/10_surprising_stats_on_women_in_workplace.htm)