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Work-Life Balance in the Modern Workplace Sarah De Groo
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the term work life balance refers to the relationship between paid work in all of its various forms and personal life which includes family but is not limited to it in addition gender permeates every aspect of this relationship this volume brings together a wide range of perspectives from a number of different disciplines presenting research findings and their implications for policy at all levels national sectoral enterprise workplace collectively the contributors seek to close the gap between research and policy with the intent of building a better work life balance regime for workers across a variety of personal circumstances needs and preferences among the issues and topics covered are the following differences and similarities between men and women and particularly between mothers and fathers in their work choices third shift work work at home at night or during weekends effect of the extent to which employers perceive management of this process to be a burden employers exploitation of the psychological interconnection between masculinity and breadwinning organisational culture that is more available for supervisors than for rank and file workers weak enforcement mechanisms and token penalties for non compliance by employers trade unions as the best hope for precarious workers to improve work life balance crowd work on demand performance of tasks by persons selected remotely through online platforms from a large pool of potential and generic workers an example of how to use work life balance insights to evaluate the law collective self scheduling employers duty to accommodate and financial hardship as a serious threat to work life balance as it has been shown clearly that work life conflict is associated with negative health outcomes exacerbates gender inequalities and many other concerns this unusually rich collection of essays will resonate particularly with concerned lawyers and legal academics who ask what work life balance literature has to offer and how law should respond

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