Managing Work-Life Balance in Construction

Helen Lingard, RMIT University, Melbourne, Australia and Valerie Francis, Melbourne University, Australia

Work-life balance is emerging as one of the most important management issues in the 21st Century. Driven by dramatic demographic changes in workforce composition and an ageing workforce in many industrialised countries, more workers than ever before are juggling work with caring responsibilities. At the same time expectations of men and women concerning their participation in paid work and caring roles has also shifted. Coupled with long hours of work, many workers struggle to balance work with their non-work lives.

In the construction industry work hours are long and irregular, many workplaces are unsupportive of work-life balance and work-family conflict and burnout are high – especially among project-based workers. This book establishes work-life balance as a critical risk to the long term competitiveness of the construction industry. The book describes the nature and causes of work-life conflict, presents an overview of the legal and policy frameworks relevant to the work-life arena, discusses the issue of organizational ‘work-life culture’ and provides practical advice about strategies that construction organizations can implement to support workers in attaining a better work-life balance.

The book presents state-of-the-art research, conducted over a period of eight years, and is illustrated with many industry case studies, which highlight important points about the management of work-life balance within the construction industry. This book is ideal for construction and human resource managers of all types of organization operating within the construction industry as it provides a handy reference to work-life information. The book is also useful to students of construction management, project management and human resource management, who seek to better understand the work-life interface in construction.

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