



European Union
European Social Fund
Operational Programme Employment

Work-Life Balance in the public sector: positive examples and risk factors

Office of the Public Defender of Rights

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Presentation content

Our intention with this presentation:

- Give an insight into the bigger picture of work-life balance
- Highlight examples in different areas that worked for others
- Point to potential risk factors and pitfalls to avoid
- Help you get started or improve existing initiatives

Questions and discussion



The Business Case for work-life balance

1. Diagnosis, understanding challenges and pain points

1. The nature of the work
2. The culture of the organisation
3. The departments involved (next slide)

2. Work-Life Advisory Group and Leadership buy-in

3. Success Factors

4. Designing Information collection

5. Calculate the Business Case

6. Communication



Who is in the driver seat?

HR

Gender equality, diversity, attracting and retaining talent, performance.

OHS

Mental health, physical health, maternal health, prevention.

IT

Existing systems, current infrastructure, cloud, mobile.

LEGAL

Data privacy, anti-discrimination, transparency.

FACILITIES

Space as a multi-functional service, activity-based working.



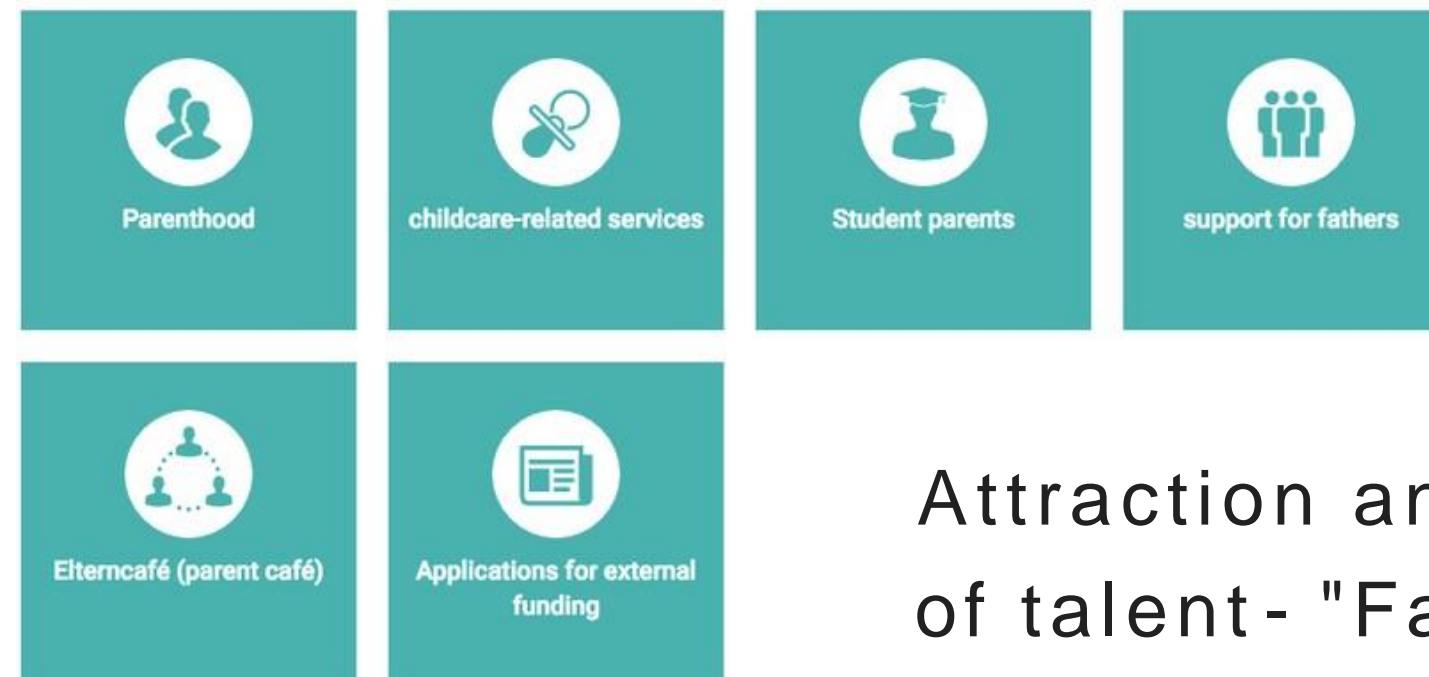
Improving the take-up of parental leave



Gender mainstreaming -
HR/wellbeing



Our services for Charité staff and students



Attraction and retention
of talent - "Familienbüro"



**PARENTAL
DISCRIMINATION**

Stigmatisation, demotion,
termination.



The Way We Work (Flexible Working)



PRESENTEEISM

Overwork and/or unrealistic workload, long-hours culture.



RECRUITMENT

All the jobs advertised as full time work only - even if they can be done flexibly or even part time.

Underused space and desk occupancy,
poor document management,
overlapping working practices
- Facilities, HR, IT



Job-sharing in the civil service



Variable need, gender equality
- HR, Diversity, IT

Equal opportunities employer;
pride in a brilliant civil service
- HR, Diversity, IT



MISCOMMUNICATION
Who is it for, what does it mean for the person, their career, the service.

Employee Assistance programmes and Resource groups

EFAP Brochures



EFAP Brochure
(175KB pdf)



Critical Incident
Factsheet
(380KB pdf)



Anxiety
(471KB pdf)



Communication (470KB
pdf)



Conflict
(469KB pdf)



Gossip
(491KB pdf)



Loss and Grief (492KB
pdf)



Parenting
(462KB pdf)



Self Harm
(153KB pdf)



Absenteeism, high turnover, high health related costs
- HR, OHS



REDUCED JOB
PERFORMANCE

Conflict resolution,
workplace interventions,
family counselling, trauma
management



Innovative services



House of Workability - HR, OHS, Wellbeing, IT



Service quality, space and staff issues - HR, Leadership, Facilities



"FLAVOUR OF THE MONTH"

Overburdening employees with many initiatives, that don't seem to be connected or add up.



Best Places to Work in the Federal Government



The annual Best Places to Work in the Federal Government* rankings are produced by the nonprofit, nonpartisan **Partnership for Public Service**. The 2016 rankings include the views of more than 421,000 civil servants from 379 federal organizations on a wide range of workplace topics.

Since the first rankings were released in 2003, they have provided a mechanism to hold agency leaders accountable for the health of their organizations; serve as an early warning sign for agencies in trouble; and offer a roadmap for improvement.

Explore the Rankings

- Analysis
- Overall Rankings
- Rankings by Category
- Rankings by Demographic
- Rankings by Mission
- Rankings by Occupation
- List of Participating Agencies
- Frequently Asked Questions

Lack of transparency, undefined goals and objectives, high turnover, attraction problems

- HR, OHS

TEMPORARY SOLUTION

Developing an Organization-Wide Culture of Compliance (values, leadership, rituals ..)



Key take-aways:

1. Don't let fear paralyse you! Start small, learn from your mistakes and roll-out.
2. Whatever you are planning to do - there is a big chance it has been done before.
3. Identify indicators early on, what are you going to measure and report.
4. Continuous communication is mission critical!



Thank you for your attention!

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