

EEO TRUST

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Work-life balance and flexible work

- Only 66% of New Zealand residents are satisfied with their work-life balance. (Wellington 70%, Auckland 61%)*
- In 2004, 87% of EEO Employers Group members offered flexible working hours, 72% offered flexible working location and 58% provided information on work and life.
- In 2005, the Government committed \$1.8 million over the next three years to develop initiatives to aid work-life balance.
- In 1986, 11.9% of employed people worked part time. By 2004, part time employment had increased to 15.8% of the total employed population.†
- A 2007 amendment to the Employment Relations Act provides employees with the right to request part-time and flexible hours if they have caring responsibilities.‡

Best practice

Work-Life Balance Project

A number of case studies demonstrate how New Zealand employees and employers from a wide range of organisations (both small and large) are managing work and life issues. These case studies can be accessed on the Work-Life Balance Project website (www.dol.govt.nz/worklife/case.asp) and demonstrate both formal and informal opportunities and initiatives that employees and employers can take to help with work life balance.

EEO Trust Work & Life Awards

The EEO Trust's annual Work & Life Awards recognise workplaces which lead the way in work-life and other diversity initiatives. Case studies are available on the EEO Trust website www.eeotrust.org.nz/awards/leaders.cfm.

* Refer to http://www.bigcities.govt.nz/pdf2004/Quality_of_Life_2004_full_report.pdf

† Refer to the Social Report 2005 <http://socialreport.msd.govt.nz/documents/2005/social-report-2005.pdf>

‡ Go to <http://www.eeotrust.org.nz/equal/information.cfm> for more information on the legislation which came into effect on 1 July 2008.

These case studies highlight the initiatives employers have implemented and the resulting measurable **business benefits**, which include:

- Increased retention, loyalty and morale
- Improved recruitment
- Reduced absenteeism
- Improved productivity, performance and efficiency
- Strong working relationships
- Status as an employer of choice

Key resources

www.eeotrust.org.nz/awards/index.cfm - EEO Trust work-life balance resources, ideas and case studies.

www.eeotrust.org.nz/resource/research/index.cfm - An EEO Trust research report on part time work and productivity.

www.dol.govt.nz/worklife/index.asp - The Work-Life Balance Project website. This site is designed to provide information about work-life balance for employees and employers. It includes links to a number of work-life balance resources and publications.

[Insert here key work-life balance and flexible work statistics/data from your organisation]:

Eg:

- Percentage of staff who work part-time
- Percentage of staff who have flexible working options
- Initiatives offered to aid employees with work-life balance - both formal and informal
- Employee needs re work-life balance