

Create life-friendly policies

Develop written policies that address employee safety, flexible work schedules, job demands, equitable pay, sick leave, parental leave of absence, teleworking, stress or other employee-friendly needs.

Employers are increasingly embracing workplace flexibility by offering more options for their employees regarding when, where, and how work is done.

Companies with family-friendly policies experience various short and long-term benefits. Studies show that companies that switched specific policies, such as flexible schedules or job-sharing policies saw higher workplace productivity. Companies also see a higher retention of quality employees.

Ideas (Choose one or more)

- Learn more about the federal “[Workflex in the 21st Century Act](https://www.uschamber.com/series/above-the-fold/both-employers-and-employees-get-benefits-under-the-workflex-the-21st-century)” (<https://www.uschamber.com/series/above-the-fold/both-employers-and-employees-get-benefits-under-the-workflex-the-21st-century>).
- Review current policies that address workplace stress such as PTO and sick time, flexible hours, hiring and job expectations, job fit, management relations and more.
- Research best practices for life-friendly policies for your industry such as PTO.
- Determine what types of policies and programs can improve organizational and workplace flexibility and can reasonably be melded into organization’s culture.
- Adopt life friendly policies that include arrangements for the caregivers of children/older adults/others: flexible work scheduling, flexible alternative working arrangements, and offsite working options.
- Adopt a remote work policy and consider eligibility, availability, measuring productivity, equipment, tech support, and security.
- Focus on health equity in all policies: when reviewing policies, consider the health implications of decisions, seek synergies, and avoid harmful health impacts to improve employee health and health equity.
- Provide training and education to address gaps such as issues of fairness, discrimination, family leave, bullying, sexual harassment, health, and safety. Determine if current and future policies address these gaps.
- Determine how you will communicate policy changes.
- Review effects of policy changes to determine results or changes needed.
- Set goals, identify solutions; create an action plan to address at least one.

Resources

[Health Equity: Why it Matters and How to Achieve it](https://www.healthcatalyst.com/health-equity-why-it-matters-how-to-achieve-it)

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- [The 7 must-have policies to boost staff productivity and accountability](https://community.hrdaily.com.au/profiles/blogs/the-7-must-have-policies-to-boost-staff-productivity-and)
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Video Resources

Watch these to learn why crafting family and life-friendly policies create a healthier culture. They include activities to create lasting, positive change.

- [The Fallacy of the Work/Life Balance](https://www.youtube.com/watch?v=hJlkgFn2efc) (<https://www.youtube.com/watch?v=hJlkgFn2efc>)
Michael Walters, TEDxGustavusAdolphusCollege
- [The Happy Secret to Better Work](https://www.ted.com/talks/shawn_achor_the_happy_secret_to_better_work)
(https://www.ted.com/talks/shawn_achor_the_happy_secret_to_better_work) Shawn Achor, TEDTalk

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