

Work/life balance: What do we really know? ^[1]

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Excerpts from the report The difficulty of balancing work and family is a hot topic in our society. Hundreds of books, thousands of articles, and numerous symposia and conferences, government policies, and union initiatives clearly reflect how important this issue is today. Everyone agrees that our families have a hard time adapting to the frantic pace of modern life, especially when it comes to striking a balance between work and family responsibilities. But what do we really know about this problem and its solutions? By looking mainly at the scientific literature, this article is meant to (1) explain the fundamental causes of the work/family conflict, (2) demonstrate the impacts of this imbalance on families and organizations, (3) discuss the challenges families face, and (4) present possible strategies to improve the situation.

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