

## Work-Life Balance

Work-life balance means feeling content and fulfilled with both your work and your personal life. This state of balance happens when you are able to effectively manage the responsibilities and demands of both roles.

### Challenges in Achieving Work-Life Balance

According to Health Canada, four types of conflict can make it challenging to achieve work-life balance:

- **Role overload:** This occurs when the demands of your work and your personal life are too much for you to perform either role effectively.
- **Work-to-family interference:** This occurs when work responsibilities get in the way of family responsibilities. It can lead to less enjoyment of family life and more conflict in the family.
- **Family-to-work interference:** This occurs when family responsibilities get in the way of work responsibilities. It can lead to higher absenteeism, lower work performance, and higher risk of workplace accidents.
- **Caregiver strain:** This comes from the need to provide care to people who need it (children, elders, etc.).

### What Employers Can Do

Employers can put in place programs, policies, and benefits that help workers find work-life balance. A few examples include childcare programs, employee assistance programs, workshops, and fitness programs. Benefits of these initiatives include:

- Increased worker retention and better attract new ones
- Improved morale



- Reduced sickness and absenteeism
- Enhanced working relationships
- Increased levels of production and satisfaction
- Decreased worker stress and burnout

### What Workers Can Do

- Master your time-management skills.
- Try not to take on more responsibilities than you can reasonably handle. Understand your limitations.
- Leave work at work and be present at home.
- Exercise regularly and engage in hobbies.
- If you're feeling overwhelmed, talk with your employer, your doctor, or someone else you trust.

Achieving work-life balance is a challenging, continuous process. But it's doable if employers and workers make it a priority, and it benefits everyone.

Project: ..... Address: .....

Employer: ..... Supervisor: .....

Date: ..... Time: ..... Shift: .....

Number in crew: ..... Number attending: .....

**Other safety concerns or suggestions:** .....

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**Record of those attending:**

Name: (please print)	Signature:	Company:
1.		
2.		
3.		
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11.		
12.		
13.		
14.		
15.		

Manager's remarks: .....

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Manager: ..... Supervisor: .....

(Signature)

(Signature)

For more information on health and safety requirements for crane operations in B.C., refer to the *Workers Compensation Act* and the OHS Regulation at [worksafebc.com](http://worksafebc.com).