Work-Family Balance & Well-being: Implications of Technology

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The Primary Goal

Equip participants to enact initiatives to help individuals, especially women, achieve work-family balance
Topics to Achieving the Goal

- Alternative views of work-family balance
- Work-family balance to well-being
- Distinctive strategies for pursuing work-family balance
  - Implications for Technology
Perspectives on Work-Family Balance

Interference

Enrichment

Current View
Pursuing Balance: The Priority Hypothesis

• Thesis: Meeting work and family responsibilities is a primary task for adulthood
• Solutions
  – Eliminate forced choices between work and family
  – Support threatened priorities
  – Redefine priorities
Pursuing Balance: The Synergy Hypothesis

• Thesis: “Work” and “family” are complementary spheres of life, and therefore beneficial.

• Solutions
  – Exploit leverage points
  – Align public-private priorities
  – Eliminate impediments
Pursuing Balance: The Time-bind Hypothesis

• Thesis: There is insufficient time to meet both work and family responsibilities

• Solutions
  – “Make Time”
  – Pursue efficiencies
  – Manage time
Pursuing Balance: The Strain Hypothesis

• Thesis: Pursuing both work and family responsibilities is too much.

• Solutions
  – Complementary specialization
    • “Balance” is a family not an individual issue
  – Build supports to mitigate strain
Work-Family Balance & Well-being: A Summary Model

Work-family balance

Well-being
Priority $H_1$: Implications of Technology
Time Bind $H_1$: Implications of Technology
Synergy $H_1$: Implications of Technology
Strain $H_1$: Implications of Technology
Summary of Main Points

• The idea of work-family balance has several distinctive meanings

• Work-family balance likely facilitates enhancements to well-being and population health.
  – But, the linkage depends on: (1) cultural views of “balance” and (2) which specific domain of health.

• Strategies to promote work-family balance require knowing its local meaning and selecting appropriate tools
  – Information technology can enhance and impede work-family balance. Watch out for unanticipated consequences.