

The notion of the *work-life balance*

What does it mean:

- *work*
- *life*
- *balance*





In general, the concept of *work-life balance* is defined ***as a balance between professional life and private life or a lack conflict between the requirements that a person encounters in these areas of his life.***

The notion "*work-life balance*" is the broadest concept than the terms "*work-family balance*" and "*life-domain balance*".



The notion of life

In free time, referred to as a "life" , a person play the role of a parent, he takes care of adult family members who are dependent due to age or illness; he performs work related to running a household.

The sphere of private life also includes time and space strictly related to the employee's person.

This means that after workin hours, a person undertakes activities for self-improvement and also takes a rest from work at home and family commitments.





The notion of work

The term "work" covers activities performed professionally for making-profit purposes, unlike those undertaken in private life voluntarily and unpaid.

The notion of "balance"



The phrase "balance" constituting a component of the concept of work-life balance ***should not be equated with a static equilibrium, because the individual spheres of human life intermingle and there are various interactions between them, which makes their complete separation not possible.***

For many people, also professional career is an important aspect of self-realization. Professional duties, as well as the relationships that employees establish with their colleagues can be a source of job satisfaction, just as it is possible to transfer negative emotions accompanying work done professionally to the private life.



The concept of work-life balance: conclusions

The concept of *work-life balance* should be understood ***as a state of relative balance between the time devoted to professional work, time spent with family and time spent on improvement in the spiritual and physical sphere.***

The essence of activities undertaken within the framework of work-life balance is directed to ***effective coordination of professional and private life, which is achieved by taking into account private, social, cultural and health aspects***

Work-life balance concept and telework



As a consequence of influence of many factors, the development of modern technologies among others, ***the character of work is changing and the boundaries between private and professional life are being blurred.*** A manifestation of influence of technological progress on the way of performing work is the development of atypical employment forms, which may include remote working.

Work-life balance concept and telework

Flexible employment forms are on the one hand a chance for the harmonisation of different spheres of human life, yet on the other hand they can lead to overinvolvement in professional work at the cost of private life.

Telework as an atypical employment form is a reflection of changing work character resulting from the development of modern technologies.





Telework in the Polish Labour Code

Teleworking as an atypical form of employment reflects changes in the nature of work as a result of development of new technologies.

It was introduced into the Polish Labour Code by the amendment of 24 August 2007 and allows to have regard to individual needs of the parties to the employment relationship in broader extent in terms of working time and workplace.

Telework in the Polish Labour Code

Pursuant to Article 67⁵ § 1 of the Polish Labour Code, work may be performed away from the employer's premises on a regular basis using information technologies within the meaning of applicable provisions on services provided electronically (telework).

A teleworker is a person who performs work in a manner specified in § 1 and communicates the results of his work to the employer, especially by electronic means.





The control of teleworking

Art. 67(14) of the Polish Labour Code, provides two important guarantees from the perspective of the parties, related to the performance of work in the form of teleworking.

The first one creates a possibility of controlling the work by the employer in the place of its performance, the second is aimed at protecting the employee's right to privacy in connection with the conducted control.



The control of teleworking

Pursuant to Art. 67¹⁴ of the Polish Labour Code, an employer shall have the right to inspect the performance of work by a teleworker in the place where the work is performed.

The legislator also allows the possibility of controlling work performed from home of teleworker (Art. 67 § 2).



Integration a teleworker and with the employees who perform duties within the employer's premises

Pursuant to Article 67¹⁶ of the Polish Labour Code, the employer's obligations related to providing teleworkers with the possibility of staying within the work establishment and contacting other employees have been regulated. According to this provision, the employer shall make it possible for a teleworker to access the employer's establishment, contact other employees, and use the employer's premises and equipment, as well as welfare facilities and social activities, under the terms and conditions binding upon all employees.



Integration a teleworker and with the employees who perform duties within the employer's premises

The performance of telework, especially when it involves working from home, can also lead to social isolation of an employee and a sense of loneliness. The spatial and time distance between an employee and a work establishment can negatively affect the communication process with colleagues, weaken the bond that is formed by, for example, informal meetings at lunchtime.



Integration a teleworker and with the employees who perform duties within the employer's premises

That is why the Polish legislator rightly sees the need to integrate a teleworker with the employees who perform duties within the employer's premises, which not only fosters a relationship between him and the employees working in place, but also facilitates the relation with the employer and increases loyalty and commitment.



Telework – chances from the perspective work-life balance

- The development of new technologies can promote the combination of activity and leisure in various spheres of life;
- Telework is **above all a chance for people who are in a special situation on the labour market.** It is primarily for women who not only fulfil their ambitions in a professional work, but also do a lot of time-consuming activities related to household work, take care of their children and elderly members of the family;

Telework – chances from the perspective work-life balance



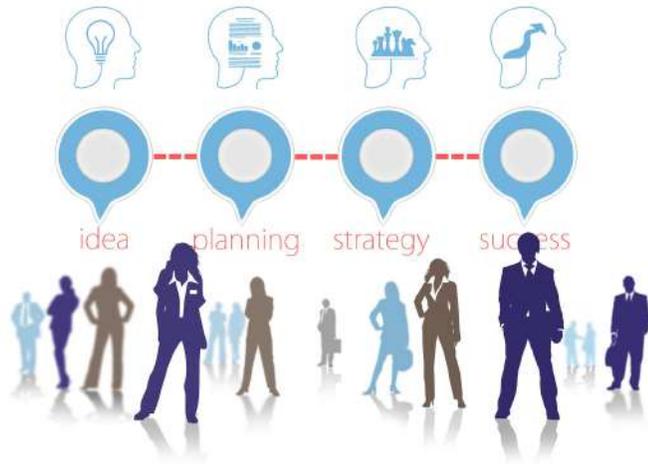
- This form of work involves the possibility of combining paid work and education. Therefore, it can be a good solution for young people who want to gain their first professional experience while studying;
- Taking into account the forecasts concerning the age structure of the Polish population, the use of telework may also be beneficial from the perspective of elderly people who, due to their age and health condition, are not able to perform work in a stationary form;



Telework – chances from the perspective work- life balance

- opportunity to work from home is associated with the opportunity to save time, which a person working outside the home must allocate to travel and return from work. Especially when the distance between the place of residence of an employee and the workplace is significant, the need to move between home and work may cause many inconveniences;

Telework – chances from the perspective work- life balance



- while facilitating the combination of work and personal and family life, telework can also positively influence the psychophysical condition of employees, that is their efficiency and creativity, the level of safety in the workplace, thus reducing the risk borne by employers in terms of employing staff.



Telework – threats from the perspective work- life balance

- it seems that work done from home is the greatest threat to an employee's personal rights. Flexible organization of working time can disrupt personal and family life. Employees who are left with greater freedom in planning their working day may engage in the performance of their duties too intensively, which in turn may lead to stress and overload;



Telework – threats from the perspective work- life balance

- considering that many destructive attitudes towards work are influenced by environmental or situational conditions, work organization may also contribute to workaholism. For example, in the literature it is pointed out that obsessive-compulsive tendencies combined with the aggravating influence of the environment, including stress in particular, may increase the risk of workaholism. **Loss of control over the time devoted to work can therefore put at risk personal interests of employees, especially their health and even lives.**

Telework – threats from the perspective work-life balance



- teleworking can also interfere with family life, as it happens that working from home increases the level of stress. Family conflicts can disorganize work done from home and lead to longer working hours.

Thank

You