Discussion Points

- What does work/life balance mean?
- What are the essentials for work/life balance?
  - Personal wellbeing
  - Positive work experience
- Family planning
  - Two-body problem
  - When to start trying
  - Career Breaks
- When and how to seek help.
“Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay”

Article 24, Universal Declaration of Human Rights, United Nations
Work/Life Balance

http://www.youtube.com/watch?v=jdpIKXLLYYM
1. We need an honest debate

“Certain jobs & career choices are fundamentally incompatible with being meaningfully engaged on a day-to-day basis with a young family and *dress-down Fridays* isn’t really getting to the nub of the issue.”

2. Take Control

“If you don’t design your life someone else will design it for you and may just not like their idea of balance. We have to be responsible for setting the boundaries we want in our lives.”

3. You can’t do it all in one day

“We have to be careful of the timeframe upon which we choose to judge our balance. One day is too short, waiting until after retirement is too long.”

4. We need to approach balance in a balanced way.

“Being a fit 10-hr-a-day office rat isn’t more balanced, it’s more fit”. To be balanced we need to attend to all the other parts of our life.”
2012 ECR 5K

Being a fit 10-hr a day astronomer isn’t more balanced – it’s more fit!
TIME BOMB

Work, rest and play in Australia today

BARBARA POCOCK, NATALIE SKINNER, PHILIPPA WILLIAMS
“Time is our most basic human resource. It is our life: indeed it is the only true resource that we who are alive now have. And we have a limited amount of it: our time will end.”

“Working time is about more than the hours we give to it: it is also about how those hours affect us, and the additional time demands that arise beyond the formal hours of work”

“Perhaps the most basic measure of the potential for happiness lies in having enough time to work, care, rest and play in ways that allow us to enjoy our relationships, good health and a strong social fabric”.

*The collision of clock time and natural time*
Choose a job you love, and you will never have to work a day in your life.

Confucius

You've achieved success in your field when you don't know whether what you're doing is work or play.

Warren Beatty

Jobs are often a source of feelings of personal achievement, social connection and skill development, alongside the immeasurable rewards of family life. Jobs often provide welcome relief from the demands of caring.

Pocock et al.
• Think Holistically

Don’t plan your career, plan your life.

• Don’t Separate, Integrate

Don’t think personal and professional; bring them together as parts of a system – your life.

Think about them working together instead of at odds with each other. Find ways to get the personal helping build the professional and vice versa.

Community Business is a non-profit organisation whose mission is to lead, inspire and support businesses to improve their positive impact on people and communities.
Your self is the foundation of all of our life interactions.
Self

“In the event of a change in cabin pressure, Remember to secure your own oxygen mask before assisting others.”

*Effort-Recovery Theory* states that people have a fundamental physiological need to rest and recover after exertion. This applies not only to physical effort, but to mental effort as well.
In Australia, the National Employment Standards establish 38 hours as the maximum weekly hours plus “reasonable” requests to work longer hours. The International Labour Organization defines 48+ hours as ‘very long’. Nearly 30 percent of Australians are working 45+ hours.

(Ease the time tug of war by Barbara Pocock, May 26-27 2012)
Self

Reducing Stress in the workplace

- Take control of your work by avoiding long hours and additional responsibilities. This can be difficult, but small changes can make a difference.

- Learn to say ‘No’ more often. Don’t allow yourself to be overwhelmed by new commitments.

- Set aside some time in the day to do the things you enjoy.

For more information see www.beyondblue.org.au Fact Sheet 6
Work

The Occupational Health, Safety and Welfare Act (1986) states that it is the employer's responsibility to provide a safe workplace.

This includes a duty of care for workers' health and wellbeing, which may be affected by bullying. If the bullying involves physical harm or the threat of a physical attack, criminal laws may apply.

If someone is bullied on the basis of their sex, race or ethnic background, disability, sexual preference, marital status, pregnancy or age, this is covered by the Equal Opportunity Act (1984).
If you, or other people, are being bullied at work...you should tell somebody. 
You can contact:

- your supervisor
- your HSE officer
- the Equal Opportunity Commission
- the Office of the Employee Ombudsman
- The working Women's Centre
- your union
- Workplace Services
- WorkCover Corporation
Work from results taken from the research literature by Barbara Pocock

1. One central characteristic of a good job is one with reasonable hours, that enable us to have the time, energy and opportunity to engage in important life activities, and also to have rest and recovery time.”

2. Quality is another recurrent theme. Good quality jobs have great value beyond their monetary work and wage returns. They can provide meaning, satisfaction, education, a sense of achievement, opportunities to contribute to large goals, and are often the source of friendship and social networks”.

3. Another cornerstone of a good job is control. In general, some degree of influence and control over our situations and activities is beneficial to health.

4. Flexibility is most likely to be pernicious where there are excessive work demands as well as expansive working time boundaries.”
Family Planning

- The two-body problem

Vera Rubin discovered early on that a woman who aimed to become an astronomer did not have an easy path to follow. Since then, she has not only transformed our fundamental understanding of the cosmos, but has mentored many young women who aimed to follow in her scientific footsteps.

Vera’s advice to young astronomers on her visit to Chile in 2001 – “Marry well!”
Family Planning

- Career Breaks

*How do you keep your research afloat when your waters break?*
Family Planning

What you can do now that will help you stay afloat during your career break later.

1. Get a mentor
2. Get on a committee
3. Get a student
4. Get on a solid collaboration
5. Get a support network in place. You will need it!

and if in Sydney, get on a waitlist for childcare!
Seeking help

- Don’t suffer in silence when the going gets tough.
- Use the resources and flexibility that you have access to when working in a University or Government organisation.
- No one is going to die or millions of dollars won’t be lost if you don’t show up for work tomorrow!
Key points to take home

- Don’t sweat the small stuff.
- You can’t do it all in one day.
- Remember to secure your own oxygen mask before assisting others.
- If the Chief Operating Officer of Facebook can get home in time for dinner, so can you!
- You can pause your career but not your biological clock.
- Seek help when the going gets tough.