

# Work and family

[Linguistics](#), [English](#)



Work and Family Work and Family 3. The major reason for the formulation of the work-family program is to help the workers have the balance between the time they spend in the job and that they accord the family. In the planning for the work-family program, several factors come into play; the number of the slots available and the number of the employees available for the permutation is a crucial aspect to note, secondly, the time with which the company intends to operate in a day is of equal interest as it then dictates how long the employees and suppose to shifting responsibilities (Poelmans, 2005). All these should be looked into vis a vis the system is which an individual is assigned the responsibilities without regular replacement. This should be looked into in terms of the expertise availability, the efficiency scope and this is particularly important for the purpose of continuity of operation without stops due to acclimatization of the work environment by the successor (Poelmans, 2005). When planning for the work-family program, the companies are suppose to put into mind some practices that strike the balance for both the company and the workers in equal measure. The time allocation for an individual should reasonable to allow the employees have time to render other services elsewhere for the benefit of the family as the program so indicate (Wallen, 2002). The remuneration fro the program should also be commensurate to the extent that it can impact on the family expenditure satisfaction. The company in the same breadth is compelled to ensure that the jobs assigned to these personnel do not project immediate and long time threats to the live of the individuals and that their safety is of paramount interest (Wallen, 2002). 4. Economic inequality is inevitable in every society and it is unfortunate that we have to contend with this. In

simple terms, economic inequality can be defined as the disparity that exists between the rich and the poor. In a society, there are those who are living in abject poverty and those that lead opulence life, within the two variables are a cluster of other individuals in the exponential order and the structure is what defines the economic inequality (Salverda, 2009). In reference to the work-family program, this inequality poses a great challenge in the hiring of the manpower as not all can be remunerated the same way. Coupled with the fact that the engagement time is also limited for these people in the work place, determination of the wages/salaries of the employees in this regard is a nightmare as in most cases; the company can find themselves in satisfying several wage heads which is not healthy for the business (Salverda, 2009). When the lower income families are excluded from this program, companies may find it very difficult to cope with the ever widening remuneration of the high income families (Belfield, & Levin, 2007). The fact that not everybody can be engaged in the same level of management also refutes the fact that these families can be excluded from the program lest the company wants to incur abnormal expenses in the same program. 5. Even though the program is intended for the benefit of the employees such that they can balance their time in the work and for the family for the noble cause of championing for good health, other external factors as well as the internal are clearly out to jeopardize the intended purpose of the plan (Crouter, & Booth, 2009). Since some families need more income to satisfy the numerous family needs that face them, they would definitely be hesitant to embrace the plan and thus would always want to be slotted for several hours in order to raise enough income for the family, in this sense,

they would be denying other a chance to take part in the plan and as well develop inefficiency in the work place due to monotony and boredom (Crouter, & Booth, 2009). To address the looming danger, the company should enact regulations that strongly reprimand such acts and that punitive measures will be directed to the individuals found to have breached the code of conduct the employees are expected to observe with regard to the work-family program (Guerin, 2011). The same sentiments should be echoed by the labor movement and other relevant stake holders who have the interest of ensuring that all the employees are offered equal chance and that the administration of the program is based on the level play ground (Guerin, 2011). While ensuring that this is adhered to, the health status of the workers must also be given the same determination such that in the course of the employment, the health of the workers is not impaired.

References

Belfield, C. R., & Levin, H. M. (2007). *The price we pay: economic and social consequences of inadequate education*. Washington, D. C.: Brookings Institution Press.

Crouter, A. C., & Booth, A. (2009). *Work-life policies*. Washington, D. C.: Urban Institute Press.

Guerin, L. (2011). *Smart policies for workplace technologies: email, blogs, cell phones & more (2nd Ed.)*. Berkeley, Calif.: Nolo.

Poelmans, S. A. (2005). *Work and family: an international research perspective*. Mahwah, N. J.: Lawrence Erlbaum Associates.

Salverda, W. (2009). *The Oxford handbook of economic inequality*. Oxford: Oxford University Press.

Wallen, J. (2002). *Balancing work and family: the role of the workplace*. Boston: Allyn and Bacon.

Top of Form  
Bottom of Form