



# Work-Life Policy

**Supriti**

**Founder & Chief Lead, *sarvam*  
A Diversity Management Consulting Group  
UN Expert Group Meeting  
Work-Life Policy, Practice and Potential**

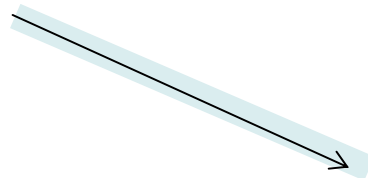
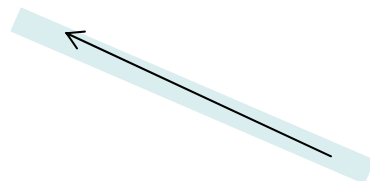
# Balancing Act

## Personal Decisions

- ⦿ To study
- ⦿ To work
- ⦿ To marry
- ⦿ To have children
- ⦿ Family care

## Professional Impact

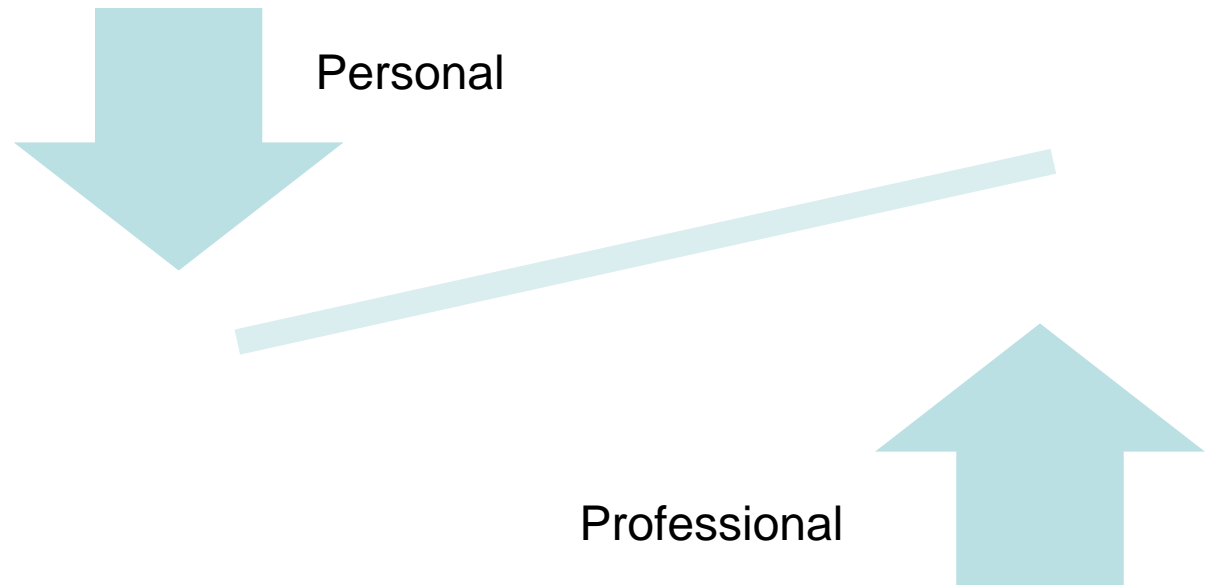
- ⦿ Qualification
- ⦿ Nature of job
- ⦿ Sustainability
- ⦿ Stratification
- ⦿ Glass Ceiling



# Work-Life Effectiveness



- ❖ **Snowflake**
- ❖ **Not 50:50 always**



# Work-Life Harmony



Ability of an organisation to allow each employee to be in equilibrium

**Leveraging Uniqueness**

**Enhancing Productivity**

**High organisational EQ**



## **Ability of the organisation**

- **Empathetic**
- **Responsive to employee's needs**
- **Identify collective needs**
- **Create policies and practices**



**FWAs**

**Improve job  
satisfaction**

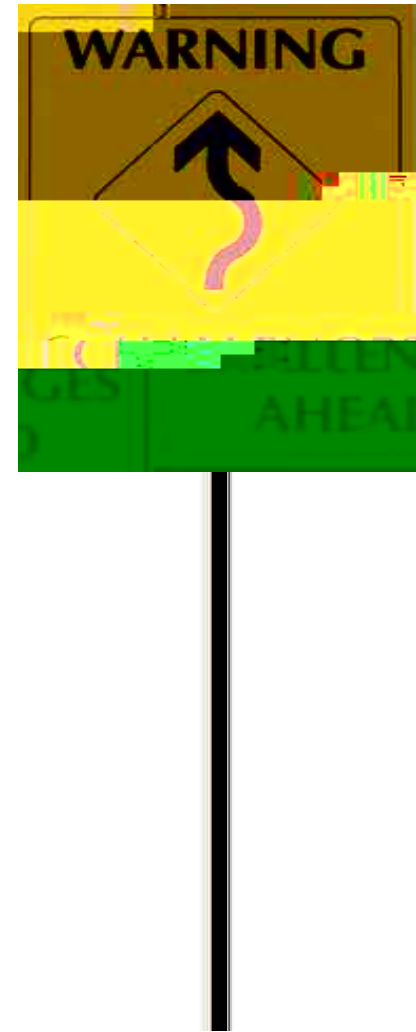
**Contentment  
re personal  
responsibilities**

**Freedom  
from guilt**

# FWA Readiness

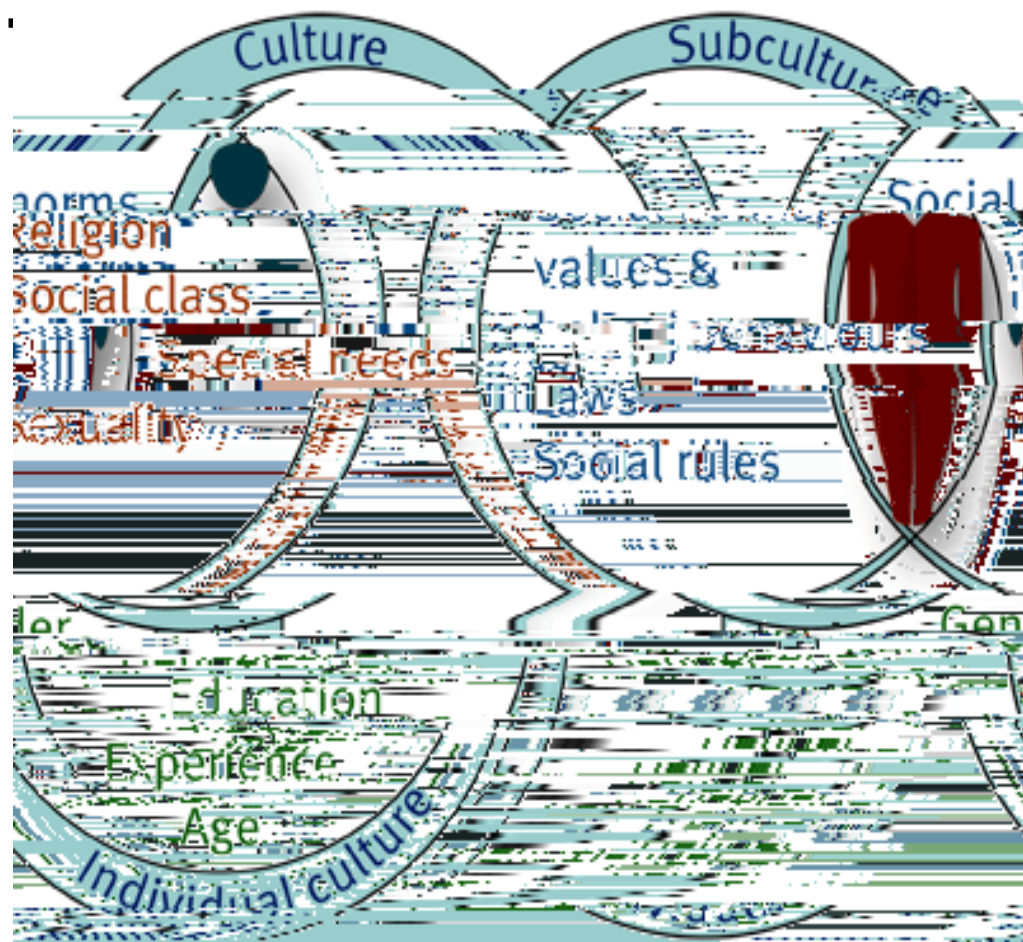


- ⦿ **Training managers to increase usage of FWAs**
- ⦿ **Competencies Framework - Leaders**
- ⦿ **Lead By Example: Role Models**
- ⦿ **Improve Boardroom Diversity**
- ⦿ **Off ramping and on-ramping policies**  
**No burn-out**
- ⦿ **Changing mindset**  
**longer hours = sincerity, loyalty**



# Role of religion/ social/ cultural norms

- ❖ **Restrictions on mobility: Technology helps..... !**
- ❖ **Taboos.....**









# Same story in China and Japan. ....

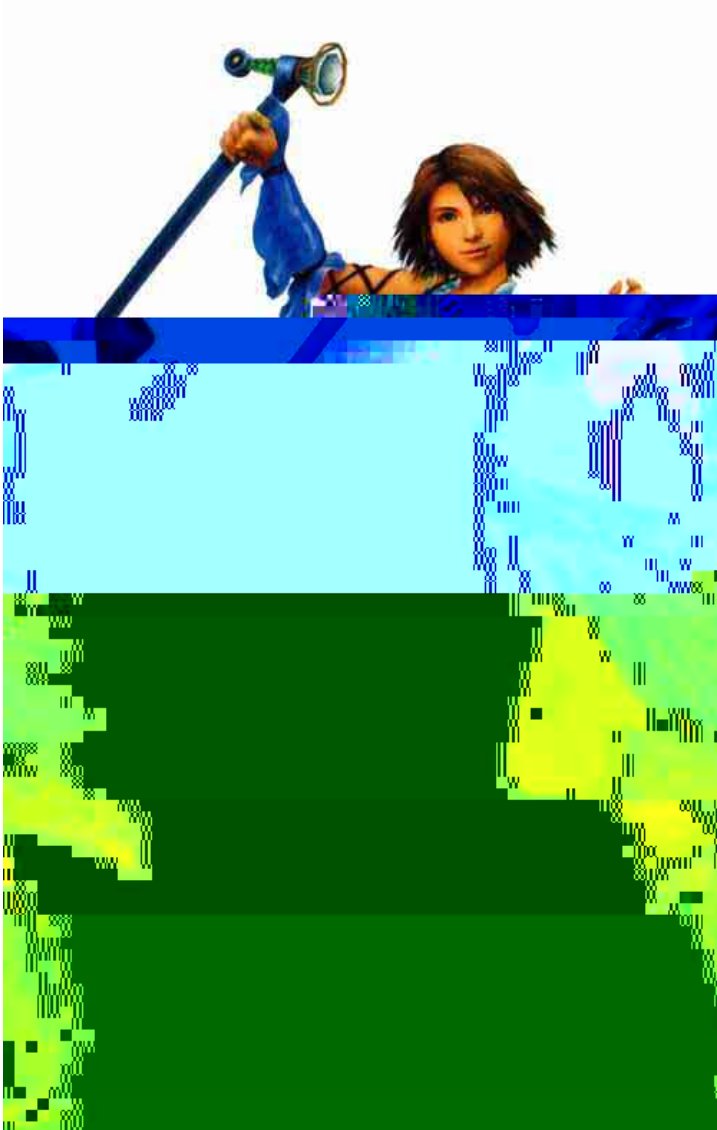


- **Of successes spotted with struggles of managing home and work responsibilities.**





# Do women have power??







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- **Self-worth=Successful @ work**  
**Families got taken for granted.**
  - **UN Women creates self-worth around personal AND family growth**  
**ALONGWITH growth @ work.**





