

Reconciling Work and Life



A good work-life balance promotes the **well-being** of workers. It can also contribute to achieving major BSC goals: stimulating employment (especially among women and older workers); promoting child and youth development; and encouraging gender equality. Achieving work-life balance can be made easier by family-oriented policies such as social benefits, employment-protected leave for parents, and affordable formal arrangements for family care. Flexibility in the organization of work (part-time work, flexible working time, and telework) can also have an enabling effect.

The BSC works to establish rules and promote best practices that favor work-life balance. Some of the measures we promote at the BSC:

- Flexible working hours
- Intensive summer day
- Working from home
- Unpaid leave
- Childcare leave
- Breastfeeding leave
- Breastfeeding room
- Reduction of working hours for direct care of a child under 12 years of age or a person with a disability
- Baby friendly company
- Encourage videoconference meetings
- Recommendation of meetings in the morning
- Digital disconnection: encourage not sending communications between 7:00 p.m. and 7:00 a.m.
- Permits and support measures for families

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