



# Managing Work-Life Balance in Construction

*Helen Lingard, Valerie Francis*

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Work in the construction industry is particularly tough. It demands excessively long hours and frequent weekend work. Other characteristics are particularly marked, such as re-location, job insecurity and distinctive behavioural patterns, which negatively affect employees' personal lives further. Work-life balance has emerged as one of the most pressing management issues in the 21<sup>st</sup> century. For construction managers dealing with traditional models of work and rigid work schedules, the issue may be especially difficult to manage, and yet the work-life balance is now recognised as an issue of strategic importance to the construction industry. It is critical to the construction industry's continued ability to attract and retain a talented workforce, and it is also inextricably linked to organizational effectiveness and employees' well-being.

This book presents the argument for the management of work-life balance in the construction industry. It maps the changes to the workforce demographic profile and the changing expectations relating to work and personal life that occurred during the second half of the 20th century. Legal imperatives for managing work-life balance are set out. It also presents work-life balance theory and discusses the practical implications of research, along with extensive empirical data collected from the industry. Lastly, practical advice is provided about what construction organizations can and should do to manage work-life balance. This provides a unique guide to a key issue.

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