

# Improving psychological health for working parents:

Organisational and individual factors





**WORK**

**BALANCE**

**LIFE**

# Negative effects



Individuals

# Negative effects



Individuals



Organisations



**Work-life conflict**



**Work-life enrichment**



Policies

**Organisational  
variables**



# Organisational variables



Policies



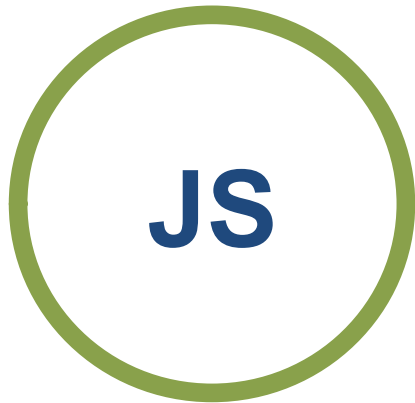
Culture



## Individual outcomes

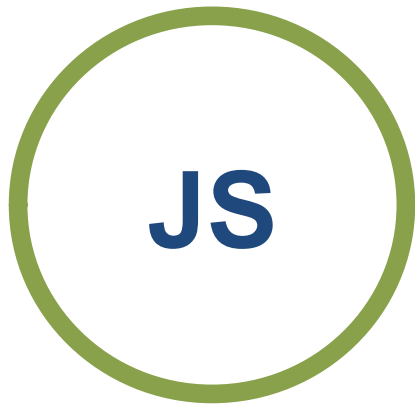


## Individual outcomes



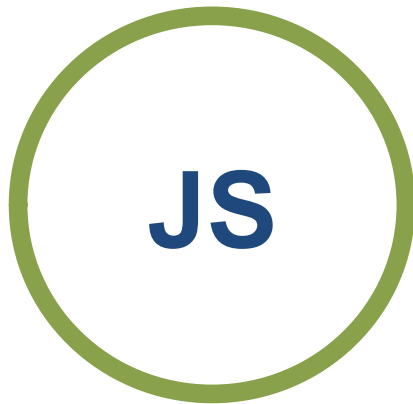


## Individual outcomes





## Individual outcomes





# Demographics

Age

Gender

Employment

Size of org

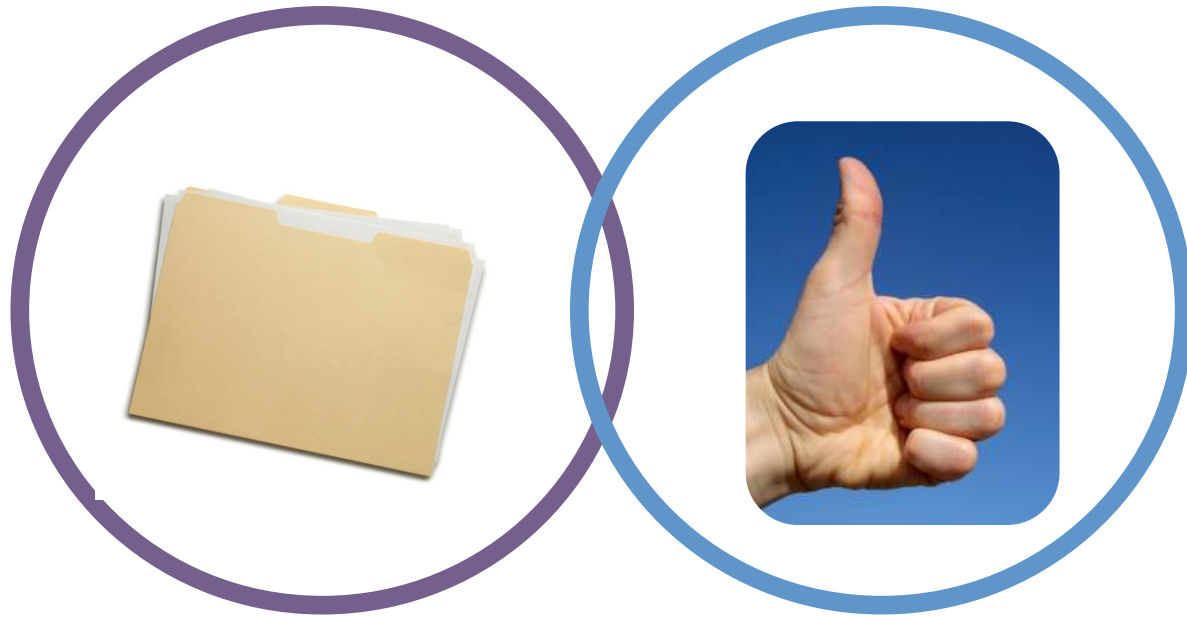
Sector

Income

Education

No. of children

Working hours



# Hypotheses: **Policies & Culture**



# Hypotheses: **Culture & Wellbeing**

# Key findings



# 1. Policies & Culture

# Work-life policies

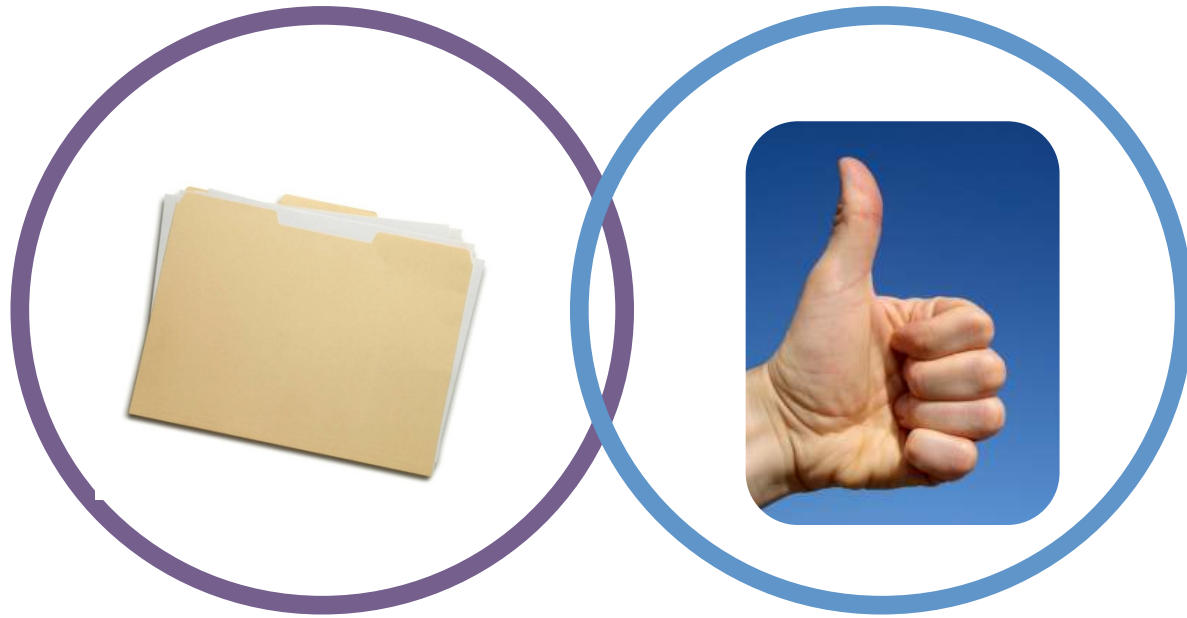


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# Work-life policies



Flexible hours  
Part-time work  
Carer's leave  
Paid mat leave  
Work from home



**Hypotheses: Policies & Culture**

## **2. Culture & Wellbeing**

# Work-family culture



1. Org Size – Large

# Work-family culture



1. Org Size – Large
2. Hours – Less

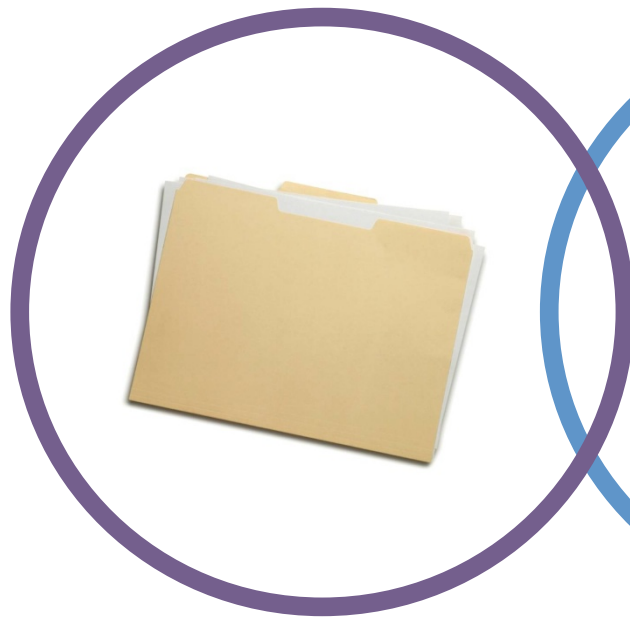
# Work-family culture



1. Org Size – Large
2. Hours – Less
3. Children - More



# Hypotheses: **Culture & Wellbeing**



**Policies**



**Culture**



**Wellbeing**

# Lessons for organisations



Clear policies  
Culture  
Best practice

# Contacts

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Parent Wellbeing 

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