

## WFFC.

The Work & Family Foundation Canada (WFFC) promotes the healthy relationship between work and family.

We believe in the untapped potential for personal growth and balance that lies in family life for individuals and for the organizations they work for.

We support those individuals who are committed to personal growth in their lives at home and at work. We also work with family-responsible employers that recognize the families of their employees as significant stakeholders in the long-term sustainability of their business.

### Mission

WFFC helps individuals and organizations measure, acknowledge and support the development of personal and interpersonal skills – relevant to both workplace and the family. And ultimately, the growth of people at home and at work.



### Work & Family Foundation Canada

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### Research Partnerships.



<sup>1</sup> "Work-life conflict in Canada in the new millennium - Report 6", L. Duxbury (Sprott School of Business) and C. Higgins (Richard Ivey School of Business), 2009. The sample (31,571 people) for the National Study on Balancing Work and Family was drawn from 100 Canadian companies with 500+ employees.

<sup>2</sup> "Impact of family arguments and violence", Pardis et al., J. Am. Acad. Child. Adolesc. Psychiatry, 2009;48(3):290-298. Evidence for increased family arguments was gathered at age 15 and the adult outcomes were recorded at age 30. Sample size: 346 children in New England, US.

<sup>3</sup> "Private choices, public costs: How failing families cost us all", Institute of Marriage and Family Canada, 2009.



Work or Family.  
**Choosing both.**



## FINDING A WAY FORWARD.

It sounds so simple: As individuals, corporations and as a country, we all stand to benefit from improvements in the quality of life at work and at home.

**But why is this simple reality so difficult to achieve?**

So much of the stress and conflict we see today reduces the quality of our lives at work and at home. It is the result of living out of balance. Not having the focus and the tools to build better relationships across all levels.

Between our busy lives at work and at home, one thing remains constant – it's about being human. And it's the quality of our human relationships, in all situations, that provides us with the resources for personal and sustainable growth in all the areas of our lives.

The Work & Family Foundation Canada helps individuals and organizations reach out and create more powerful results from these unique relationships that define us.

# THE TRUE IMPACT OF CONFLICT IN CANADA



## HERE'S WHAT YOU CAN DO.

### Join us.

Help us improve the quality of work and family life. Act upon what matters most in your life. Keep learning. Contribute and help us build and spread the knowledge-base around healthy relationships, a more productive community and a better balance.

### Use us.

Go online and discover the resources and links we have to help you, your family and your organization reduce conflict and improve the relationship between work and family life.

### Follow us.

Watch for upcoming WFFC seminars, conferences and events. Subscribe to our blog at [workfamilyfoundation.org](http://workfamilyfoundation.org) and let others know what we do.

### Support us.

Donate what you can to help us. Research is always needed to uncover new insights that will move us forward. We are growing and plain and simple financial support is needed.

### Contact us.

Find us online at [workfamilyfoundation.org](http://workfamilyfoundation.org) or call us at 416-915-4127 or follow us on Twitter: @WFFC.

*“Work-life conflict is not only a moral issue—it is a productivity and economic issue, a workplace issue and a social issue, and it needs to be addressed as such.”*

Prof. L. Duxbury and Prof. C. Higgins (2009)

## Conflict affects organizations

Two out of three employees suffer moderate or high work-to-family conflict<sup>1</sup>

Canadians with high work-to-family conflict are more likely to report<sup>1</sup>:

- job stress and burnout (6.0x than low-conflict)
- intent to turnover (2.8x)
- absenteeism (1.3x)
- poorer physical health (2.3x)
- lower job satisfaction (33% of low-conflict)
- being less committed to their employer (29% less than low-conflict)

Absenteeism alone costs \$3-6 billion annually to employers<sup>1</sup>

## Conflict affects children, families and tax-payers

53% have fewer children, delay having a family or have none because of work-life conflict<sup>1</sup>

Children brought up amidst increased family arguments are at higher risk of<sup>2</sup>:

- unemployment (2.3x)
- major depression (2.7x)
- alcohol abuse/dependence (3.9x)
- adult antisocial behaviour (2.7x)

\$7 billion spent annually in government programs to remedy family breakdown<sup>3</sup>

## HERE'S WHAT WE OFFER.

### Support

We seek to reduce the problems Canadians experience trying to balance the stresses at work and their lives at home by developing transferable skills and competencies.

- Blogs and self-diagnostic tools
- Online coaches to make balance easier\*

### Education

We offer education, materials, events and resources for individuals and their organizations to improve the quality of their lives and find a harmony between these two worlds that they live in.

- Public conferences and in-house seminars
- Case studies and best practices

### Research

We conduct research and collect information measuring the impact of work-life integration programs and its return on investment for employers.

- Work-life balance studies and consulting
- Benchmark data

### Recognition

And lastly, we seek to recognize those organizations and individuals who demonstrate excellence, leadership and best practices in harmonizing work and family roles.

- “Family-Responsible Employer” certification and awards\*

\*Upcoming