



Wellness by the Month

National Work and Family Month

On September 5, 1993, the United States Senate passed U.S. Senate Resolution 210 unanimously designating October as National Work and Family Month believing that “supporting a balance between work and personal life is in the best interest of national worker productivity” and that “reducing the conflict between work and family life should be a national priority”.

This resolution identifies the following 11 key issues:

- 85 percent of U.S. wage and salaried workers have immediate, day-to-day family responsibilities off the job
- 46 percent of wage and salaried workers are parents with children under the age of 18 who live with them at least half time
- almost one out of every four Americans, over 45 million, provided or arranged care for a family member or friend in the past year.
- an increasing number of baby boomers reach retirement age in record numbers and more and more Americans are faced with the challenge of caring for older parents.

The Resolution further says that work-life programs:

- are key predictors of job productivity, job satisfaction, commitment to employers and retention
- allow parents to be more involved in their children’s lives. Parental involvement is associated with a child’s higher achievement in language and mathematics, improved behavior, greater academic persistence, and lower dropout rates.

Strong work-life programs can help employees manage both family and work responsibilities which will help improve job satisfaction, productivity, morale and commitment.

For more information and ideas on work-life programs, please visit the Alliance for Work-Life Progress at www.awlp.org.