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IGDS

INSTITUTE FOR GENDER AND
DEVELOPMENT STUDIES

SOCIAL WORK UNIT

DEPARTMENT OF BEHAVIOURAL SCIENCES

FACULTY OF SOCIAL SCIENCES



**WORK LIFE BALANCE AND
AGEING IN TRINIDAD:
STUDYING THE PRODUCTIVITY AND
WELLBEING OF WORKING MEN AND WOMEN**



PROJECT DESCRIPTION

Work/life balance is the maintenance of supportive and healthy work and family environments which enable working people to balance work and personal responsibilities. Increasingly, people approach retirement age with more responsibilities for elder care and childcare. This project examines the experiences of selected groups and individuals (working people aged 40–65) in terms of their work and family commitments in Trinidad.

The study considers how work/life balance is offset or aggravated by the longer life expectancy of the population. Do working people depend on the retired population of ageing parents and extended family for child care? Are they additionally burdened with caring for ageing people in their lives? These are some of the questions the study will address.

METHODOLOGY

The study employs different research strategies to reach a range of participants, representative of diverse communities across geographical areas, family structures, age and sex. The methods of research include talking circles, surveys of existing facilities for childcare and aged populations and interviews with selected working women and men.



RESEARCH OBJECTIVES

The study focusses on the following three inter-related areas:

1. What are the specific challenges that contemporary working populations face in meeting work and family life commitments?
2. Is the work of the elderly in the home a critical resource in facilitating work/life balance for the working population?
3. Is care of the elderly a strain to the attainment of work/life balance for the working population?

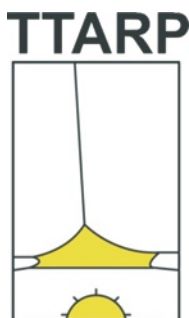
This project will produce findings and recommendations that are critically needed in this under-researched area in our society. Some of the expected outcomes of this research are:

- ▶ Empirical data on work/life balance as it relates specifically to this society which can inform employers and employees
- ▶ Interest among employers, community and policy makers to enable policy advocacy in work, family and ageing in the gaps that currently exist in this society
- ▶ Social attention focussed on the needs of the family as a key conversation in public dialogue
- ▶ A new gendered analysis of ageing in the field of gerontology
- ▶ Enhanced public awareness and positive social changes in attitudes and practices towards work/life balance and the challenges of contemporary and future ageing populations

RESEARCH PARTNERS



International Labour Organization Decent Work Team and Office for the Caribbean (ILO/DWT)



Trinidad and Tobago Association of Retired Persons (TTARP)



United Nations Economic Commission for Latin America and the Caribbean Sub-Regional Headquarters (UNECLAC)



Women's Institute for Alternative Development (WINAD)



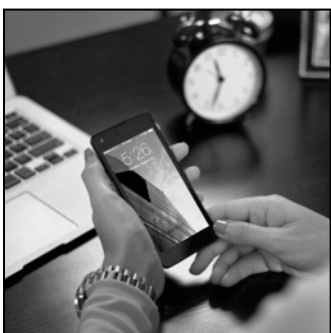
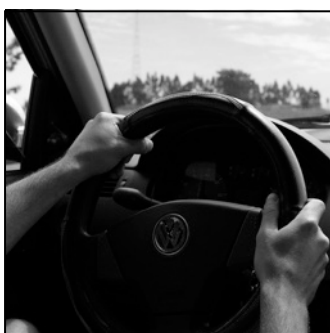
Women Working for Social Progress (Working Women)

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JOINT RESEARCH TEAM

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