



## Highest weekend workers in Europe

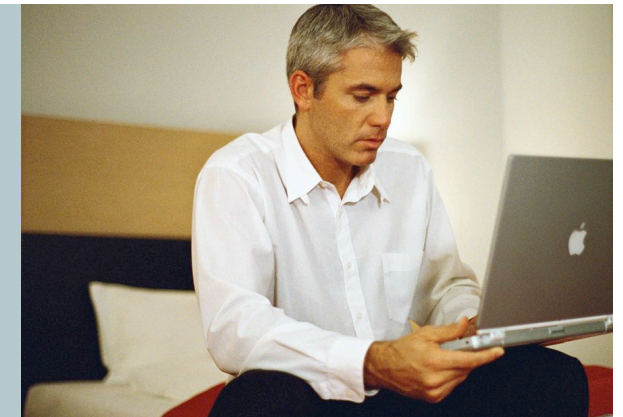
UK tops the league of employees who haven't got work / life balance.

**Across Europe the UK has the highest percentage of workers who find their labour consistently spills over into the weekend. One in four always end up weekend working according to a new survey published by Monster.**

The European average of only 12% makes the UK's 26% look very high, and with weekday office hours also getting longer work life balance appears to be under increasing attack.

With an additional 20% finding they have to work over the weekend at least once a month, are we progressing towards an all work no play lifestyle which may present a host of detrimental effects upon our workforces? Perhaps we could be doing more to promote improvements in work life balance by introducing a few simple ideas into our organisations.

Continued...



Do seven days make one week?

### Total European Averages (working outside normal working hours)

12%  
"Every weekend"

9%  
"Once a month"

20%  
"A few times a year"

39%  
"Never! My weekend is sacred"

From personal experience we all know how tiredness and fatigue lead to frustrations, worry, disorder and error, which impact the quality of home as well as work life. So assisting employees to learn new life habits that break this trend can only be a good thing.

As often the case, manager behaviour sets the standard so this is where the focus must begin. To achieve new norms function leaders need to engender more efficient working habits (like great meeting behaviour) alongside clearer working boundaries and expectations. That may sound easy, but in practice it's very hard. From organisation heads downward there is a need to understand the tangible benefits associated with life balance before any change is likely to manifest itself. Even then the message would need to remain visibly persistent to have any chance of becoming embedded behaviour. Perhaps the problem is that we really don't care? The constant drive for wealth and increased organisational achievement has shifted from the work place and morphed itself into every aspect of our lives - no matter the personal cost to ourselves or our families. In the UK (if this survey is to be believed) there seems little evidence of desire to improve work life balance, unless perhaps the tide of UK owned French homes is an indication that for some it's time to redress the balance.



**Of course at an individual level it doesn't have to be this way, you really do have choice about the way you use your own time. So take stock of your own situation, maybe create some new rules for yourself, and start setting new standards for your colleagues and staff. Make a habit of deciding on Monday what you're going to do this coming weekend, it'll give you something to look forward too, and ward off the temptation to accept that extra bit of work that isn't going to happen before the weekend. (Bob Bannister May 2007).**