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Production and Reproduction: Family-Friendly Policies in a Changing Landscape - Development Lineage, Practical Implications and Future Directions

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In the current era of great change filled with uncertainty, the risk of workplace stress has always been a major challenge to the balance of employment relationships in the working world. The roles of work and family, as the main roles that individuals play in society, inevitably permeate each other. For the employed population, work-family conflict has long existed as one of the main sources of stress. As an important measure to balance work and family life and support positive fertility, family-friendly policies have begun to receive more and more attention in recent years, and related explorations and practices have also emerged. However, there is still no good answer to how family-friendly policies can exert force on the pain points of work-family conflict for employees. At present, family-friendly policies have a significant conflict effect on the daily specific forms of work-family conflict such as time conflict, pressure conflict, and behavior conflict. But how to play its role in alleviating the deep-seated conflict between the rigid income demand of employees and individual life responsibilities has not yet had an ideal plan. A major factor currently affecting the development of family-friendly policy practices is that many organizations worldwide have not yet realized the importance of family-friendly policies. Therefore, how to mobilize the enthusiasm of employment institutions to build a family-friendly workplace has always been a problem that researchers need to work hard to answer. Previous studies have mostly explored from a micro perspective what benefits implementing family-friendly policies will bring to organizations. The purpose of this study is to use production and reproduction theory to explore from a social level the broader positive impact that family-friendly policies bring to the entire labor market, to help us further understand the importance of family-friendly policies in the current era.