

CALL FOR PAPERS

SPECIAL ISSUE: Work–Life Balance in the Modern Organisation: Challenges and Opportunities

Deadline for manuscript submission: 1 October 2026.

The BULLETIN OF ECONOMIC STUDIES (BEE) Journal: Presentation

The **BULLETIN OF ECONOMIC STUDIES (BEE)** is a peer-reviewed, open-access journal (<https://bee.revistas.deusto.es/>) that has published original manuscripts in Spanish and English since 1942. Its primary aim is to disseminate knowledge and promote the transfer of research results in economics and business management.

The journal seeks contributions that deepen the practical implications of research, addressing not only the academic community but, especially, an international professional audience in economics and management. BEE welcomes submissions that translate cutting-edge research—developed by research teams with recent publications in leading academic journals (preferably Q1 & Q2 Scopus/WoS) or within competitive research projects—into a style and language oriented towards executives and professionals across different areas of business and economics.

As stated in the journal's editorial policy and author guidelines, manuscripts should range between 2,500 and 5,000 words (excluding references, tables and figures), with a strong emphasis on practical implications and lessons learned.

The Bulletin of Economic Studies is published by Deusto Business Alumni (DBA) (<https://www.alumnidba.es/>), the alumni community of Deusto Business School. This network brings together 7,000 professionals working in more than 2,700 organisations across a broad range of roles and sectors. In 2022, Deusto Business Alumni celebrated its centenary. Founded to foster collaboration among its members, this spirit remains its core value.

SPECIAL ISSUE: Work–Life Balance in the Modern Organisation: Challenges and Opportunities

Introduction

In the current context, the concept of work–life balance has moved beyond the private or family sphere to become central to debates on working conditions, social development and organisational culture. In a world characterised by dual-income family models, population ageing, increasing job demands and the impact of communication

technologies, the need to balance professional, personal and family life has become a global challenge. For most workers worldwide, combining paid employment with caregiving responsibilities—whether towards family members, the community, colleagues or oneself—is an unavoidable necessity.

The challenges associated with reconciling caregiving and domestic responsibilities with paid work represent a significant issue for employed adults. Between 40% and 60% of workers report experiencing some form of work–family conflict, leading to adverse outcomes such as increased stress and reduced organisational commitment. In this context of global transformation, one of the key challenges for organisations lies in developing scientifically grounded initiatives, proposals and analytical frameworks that enable firms and employees to adapt more effectively to changing labour structures.

Within this framework, work–life balance—understood as the extent to which individuals can engage satisfactorily in their multiple roles—is now a key dimension of management.

Despite regulatory and social progress, many organisations and societies continue to face structural and cultural barriers that hinder the effective implementation of work–life balance measures, perpetuating tensions between work and personal life and posing risks to both individual emotional well-being and organisational development.

This special issue aims to explore how work–life balance can serve as a driver of organisational and social development by fostering inclusive cultures, enhancing productivity and contributing to holistic well-being. At the intersection of social innovation, equity and organisational competitiveness, it is crucial to understand the factors that promote or hinder work–life balance, as well as its effects on individuals, organisations and society as a whole.

The motivation behind this monograph lies in recognising that work–life balance is not merely an ethical or corporate social responsibility issue, but a key lever for addressing contemporary challenges such as talent retention, the reduction of work-related stress and the strengthening of positive employment relationships. This special issue seeks to challenge misconceptions, highlight successful practices and promote interdisciplinary dialogue that inspires transformative policies, strategies and actions concerning work–life balance in organisations.

Suggested Topics

1. **Historical evolution of work–life balance:** Studies examining how the concept has evolved across different social and economic contexts, and its impact on the design of public and organisational policies.
2. **Organisational practices supporting work–life balance:** Success stories of firms implementing effective strategies, including flexible working arrangements, remote work and family-support programmes.

3. **Work-life balance and gender inequalities:** Analyses of how work-life dynamics perpetuate or reduce gender inequalities, with particular attention to their impact on men's and women's career trajectories.
4. **Impact on health and well-being:** Research exploring the effects of work-life balance on physical and mental health, quality of life and overall well-being of employees and their families.
5. **Intergenerational perspectives:** Studies analysing how work-life needs differ across generations (e.g. Millennials, Generation Z) and how strategies can be adapted accordingly.
6. **Technology and work-life balance:** Research examining how technological tools are transforming possibilities for balance, including both benefits and risks such as hyperconnectivity and blurred boundaries between work and personal life.
7. **The role of organisational culture:** Analyses of how organisational values, attitudes and norms influence the acceptance and effectiveness of work-life balance policies.
8. **Productivity and performance implications:** Studies assessing how work-life balance policies affect organisational performance, talent retention and business competitiveness.
9. **Public policy and work-life balance:** Research evaluating the impact of legal frameworks and government programmes in promoting work-life balance, along with recommendations for improved implementation within organisations.
10. **Work-life balance and sustainability:** Contributions linking work-life balance to social and economic sustainability, highlighting its potential to foster more equitable and sustainable organisations and societies.

Submitted manuscripts must support their arguments with empirical evidence, academic research or case studies that enable the derivation of high-impact practical conclusions.

We invite researchers and practitioners to contribute to this special issue, helping to rethink work-life balance as a strategic opportunity to transform organisations and societies in the twenty-first century.

Guest Editors

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Submission of Manuscripts

Contributions to this special issue must be submitted via the BEE platform (<https://bee.revistas.deusto.es/about/submissions>) before 1 October 2026.

The corresponding author must register at <https://bee.revistas.deusto.es> and upload an anonymised version of the manuscript, along with a separate title page including the manuscript title and authors, in accordance with the journal's guidelines.

The editorial policy and author guidelines are available at <https://bee.revistas.deusto.es>.

The editorial team can be contacted to discuss ideas and proposals at: beejournal@deusto.es.

Publication in the Special Issue

In addition to the open-access digital edition of the special issue published at <https://bee.revistas.deusto.es>, accepted papers will be printed in December 2026, with 6,000 copies distributed to the DBA community.

A selection of contributions not included in this special issue may be published on Deusto Business Open Alumni (<https://www.alumnidba.es/>), an open digital platform for the dissemination and exchange of knowledge, experience and research in economics and management within the Deusto Business Alumni community.