

How to Recognise a Family-friendly Company



Quick Characteristics of a Family-friendly Workplace

Management encourages work-life balance.

Regular workload reviews

Open communication between supervisors and staff

People-centric work atmosphere.

At least half of the staff are women.

There are annual family days, which everyone is encouraged to attend.

Parents make up at least part of the company's board.

The organisation upholds family-friendly policies with their suppliers, customers, and staff.

Childcare is supported via on-site daycare or subsidised childcare fees.

The physical workspace is a fully equipped nursing/lactation room.

Family-Friendly Benefits

Flexible work time

Work from home part of the week

Work more hours but with more days off

KPIs are output-based instead of time-based

Medical and dental insurance—including emergency health cash plans—for the whole family, or at least for dependents

Full paid parental leaves

Scholarship programs for children of employees

Salaries that reflect the rising cost of living for families

Sabbatical for regular employees