

Family-Friendly Workplace

Time for Children!
10.8.2018 Riga, Latvia

Lassi Köppä, Project Manager
The Family Federation of Finland



perhe
ystävällinen
työpaikka

Koska meillä kaikilla on perhe



**perhe
ystävällinen
työpaikka**

Koska meillä kaikilla on perhe

Family-Friendly Workplace
Because we all have a family



Macro and micro level aspects for work-life balance

MACRO LEVEL

(=SOCIETY / NATION / POLICY)

§ Parental leaves and financial support

§ Daycare and early education system

§ Support for parenthood and families as a part of social- and healthservices

...and much more laws, edicts etc.

Attitude of superior

Pressure from work community

Working culture

Unwritten rules of industry/ organisation

MICRO LEVEL

(=WORKPLACE, COMMUNITY, ORGANISATION)

We need to develop micro level issues
We have created a tool for employers:
Family-Friendly Workplace.





Work-Life Balance - Conceptual Structure

Private life aspect

Worklife aspect

Community
level

- Pressure from spouse/home
- Relationship and parenthood
- Relatives, friends and support networks

- Support or pressure from work community
- Guidelines and practises in workplace
- Attitudes towards family friendliness

Individual
level

Employee

- Values of life
- Attitude to do work
- My WLB strategy
- Self-management and identifying limits

Superior

- Attitude towards family friendliness
- Own experience of WLB
- Lead by example of WLB
- Meet an employee as a whole

The Core of Family friendliness: Creating and sharing of mutual understanding between employee and employer

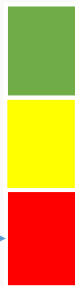
Needs and expectations of employee

- What are the actual restrictions of
1. business environment (industry)
 2. the nature of the work

Reality of superior (and employer)

The baseline of employee's aspect

Goal level about family friendliness →



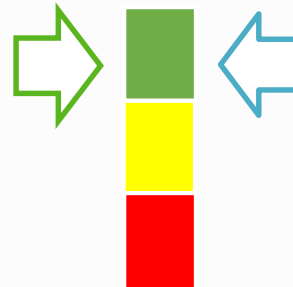
Current level →

The baseline of superior's aspect

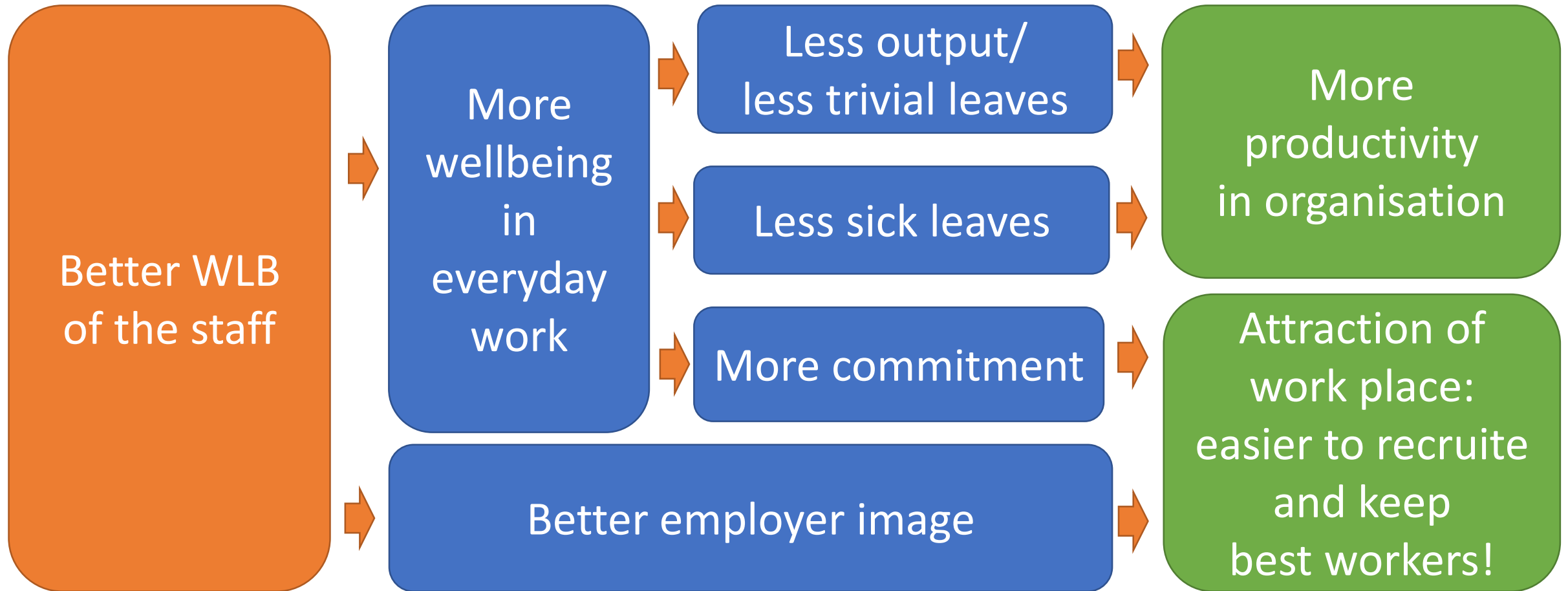


← Current and maximum level of family friendliness at the same time!

Mutual aspect on ideal outcome

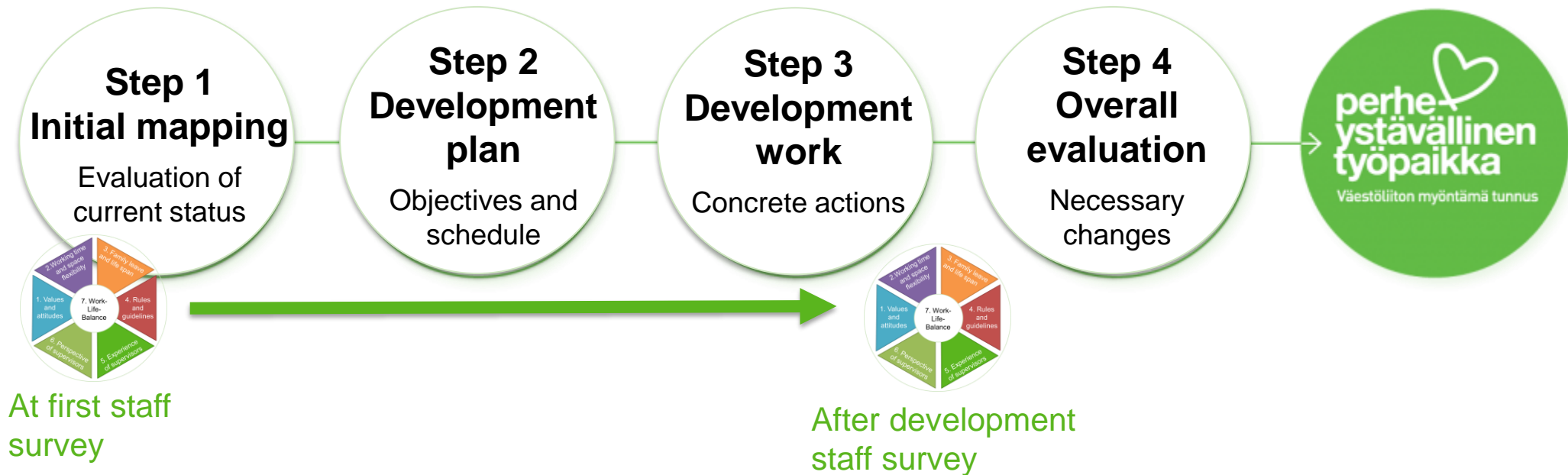


Why to be one of the Family-Friendly Employers?





The Family-Friendly Workplace in a nutshell





Staff Survey Questionnaire

- To everybody
- 7 aspects with 3 questions
- A minimum of 21 questions
- At least 1 open question
- Relevant background information
- Answering rate minimum 60%

Conclusion

- We have created family-friendly program for employers
- For employer are granted the certificate, when achieving good level on family-friendliness
- Certificate is one way to improve employer image



Family-Friendly Workplace

Certificate granted by The Family Federation of Finland





About project

- Family Friendly at work -project started on 2014
- Project has funded by Funding Centre for Social Welfare and Health Organisations (STEA) from the gaming revenue of Veikkaus Oy
 - STEA is part of The Ministry of Social Affairs and Health
- Project has influenced also on authorities, policy-makers and public discussion
- Family Friendly Workplace migrate to business environment at the beginning of 2019



Thank you!

Please, test how family-friendly your workplace is?

<http://www.vaestoliitto.fi/perhe-ja-tyo-testeri-in-english/>

More information:

Lassi Köppä

+358 40 7593650

lassi.koppa@vaestoliitto.fi