



**Generation 2.0**  
For Rights Equality & Diversity



**BEST CORPORATE  
PRACTICES  
IN CHILDCARE**

*In Europe*



This project is co-funded by the Asylum, Migration and Integration Fund of the European Union.  
The opinions expressed are those of the author(s) only and should not be considered as representative of the European Commission's official position.

## DATA ON CHILDCARE

In the European Union, in 2020, more than half (53.4%) of the children below 3 years old were cared for exclusively by their parents (13.4% more than in 2019), whereas almost 1/3 (32.3%) were in some type of formal childcare for at least 1 hour/week (8.5% less than in 2019).

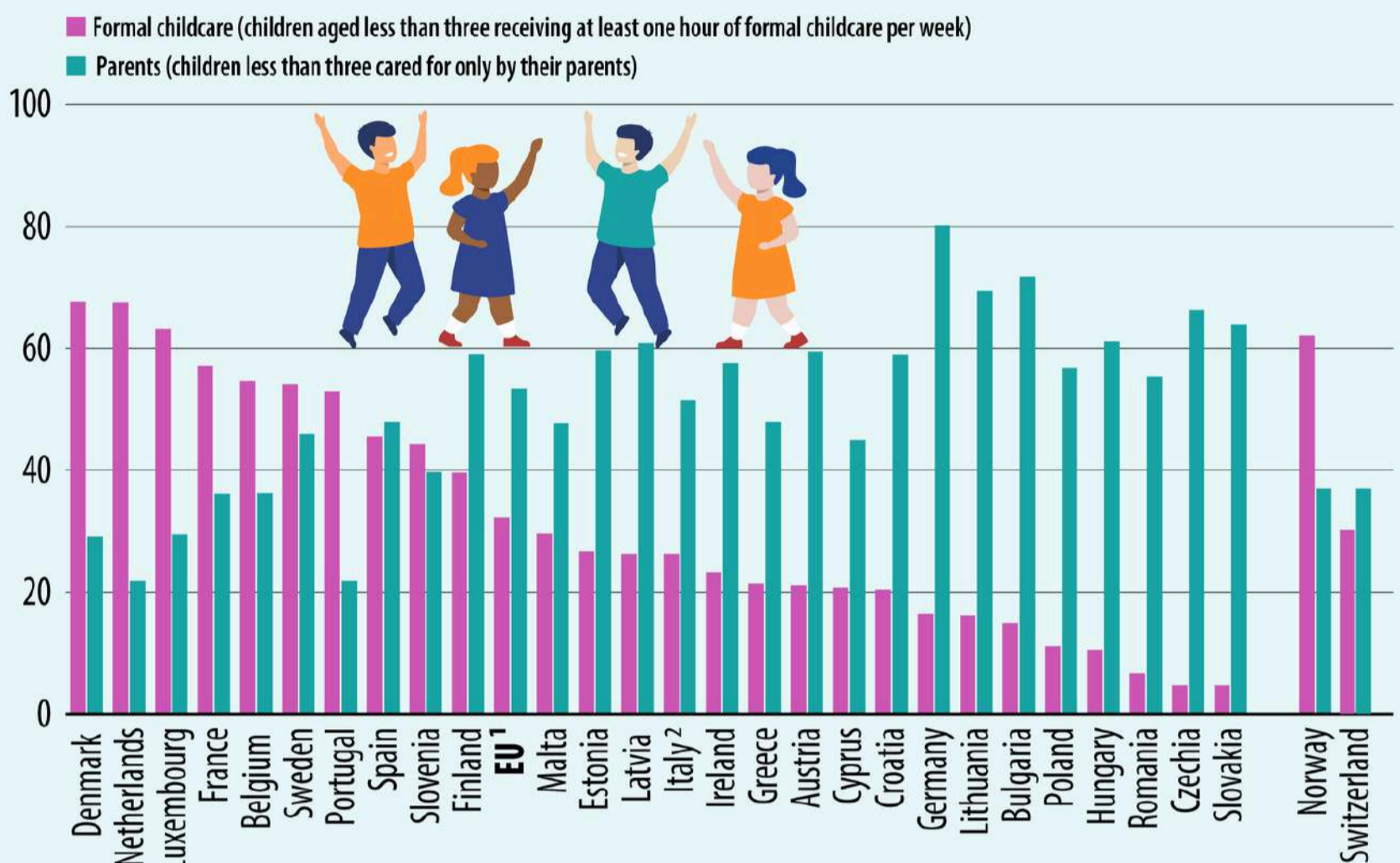
Grandparents, other relatives or professional childminders cared for one fifth (20.9%) of the children at least 1 hour per week (19.3% below than in 2019). The increase clearly demonstrates the impact of COVID-19.

The percentage of children below 3 years old cared for by only their parents is considerably different among the EU States, with the lowest percentage (21.9%) being in the Netherlands and Portugal. Denmark comes next (29.1%), whereas Czech Republic with 66.3%, Lithuania with 69.5%, Bulgaria with 71.8%, and Germany with 80.2% have the highest rates in the European Union, highlighting the wide gap that exists.

Source: *Net childcare costs in EU countries, 2021*

## DATA ON CHILDCARE

### Childcare arrangements in the EU (% of children aged less than 3 years, 2020)



<sup>1</sup> Estimated  
<sup>2</sup> 2019

Childcare is categorised in formal and informal. Formal childcare includes the compulsory education, childcare and daycare centres and crèche facilities, where the providers are most of the times professionally trained and qualified (European Commission, 2008).

The informal childcare happens out of a daycare facility and is provided by someone who could or could not be trained accordingly, and who are, also, not obliged to any quality control. It can, also, be the care provided by a family member who is not the parent (European Commission 2008).

## BENEFITS FROM ON-SITE CHILDCARE AT THE WORKPLACE

- Parents having childcare at work are more likely to come to work without delays. Many childcare facilities do not offer personalised work hours to the specific needs of parents, with consequences on arrival/departure time. When the childcare facilities are already at the workspace, arrival and departure are simplified, and stress is reduced.
- Increased productivity is another benefit because parents are less or not at all worried about childcare access and what comes with it (costs, proximity, etc.) In a survey, in 2007, in the USA, it was found that 90% of parents with access to corporate childcare mentioned increased concentration and productivity (Tracy Trautner, *Michigan State University Extension*).
- Another benefit is about employee psychology and that is, specifically, feeling valued by the organisation to which they devote their time. This factor contributes to engagement and greater productivity.
- Absenteeism is significantly reduced. Surveys have shown that half of the employed parents miss on average 4 days of work at least, in a semester, due to problems related with childcare (Chicca and Chicca). When the childcare is secured, childcare problems affecting presence are scarce.
- Employees are less likely to quit their job and, at the same time, the organisation becomes more attractive to new talents.
- New parents returning from maternity/paternity leave can re-integrate in the work life quicker and in a smoother way with a peace of mind sense. Access to childcare at work helps, also, significantly women who are breastfeeding.

(Source: Angela Dekkan, *The Benefits of On-Site Childcare*)

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Whereas, on a legislative level, basic provisions concerning maternity and paternity are covered in most EU countries, there are companies which, on top of that and based on their own initiative, offer additional benefits to support employed mothers and fathers, in order for them to balance better between professional and personal life and improve their and their family's wellbeing.

## CHILDCARE

- **On-site Daycare** possibility
- **Collaboration with daycare centres**

## WORK HOURS

- Possibility of **flexible work hours** to mothers
- Flexible **arrival-departure time**
- Work **from home** possibility



## MATERNITY LEAVE

- Information provision to mothers on their **right to flexible work conditions**
- **Flexible shifts**
- **Extra days off**

### Belgium

On the 1st of April 2022, a new law passed for **mothers**, guaranteeing maternity leave from **60 to 100 days**.

### Ireland

**Three extra weeks** of parental leave available for each parent **for a child born on the 1st November 2019 or after** (in total **5 weeks**)

### Portugal

**There is the parental leave of 120 or 150 days:** 120 days get paid fully, and 150 days by 80 %. **Extra 30 days** are available if both parents share the leave.

## SUPPORTING MIGRANT WOMEN

- **Confronting special challenges** faced by employees of migrant background and seasonal workers, e.g. providing **employee support when moving along with their family (provision of space, etc.)**

## BREASTFEEDING

- Breastfeeding reinforcement at work through **paid breastfeeding breaks** and a **supportive breastfeeding space at work**

Dedicated spaces for breastfeeding, pumping and storing.

Dedicated room with easy access, air-conditioned, with adequate light and ventilation, so mother's and baby's health is protected along with their privacy.

This dedicated space could be permanent or temporary depending on whether there is a breastfeeding mother at the workplace.



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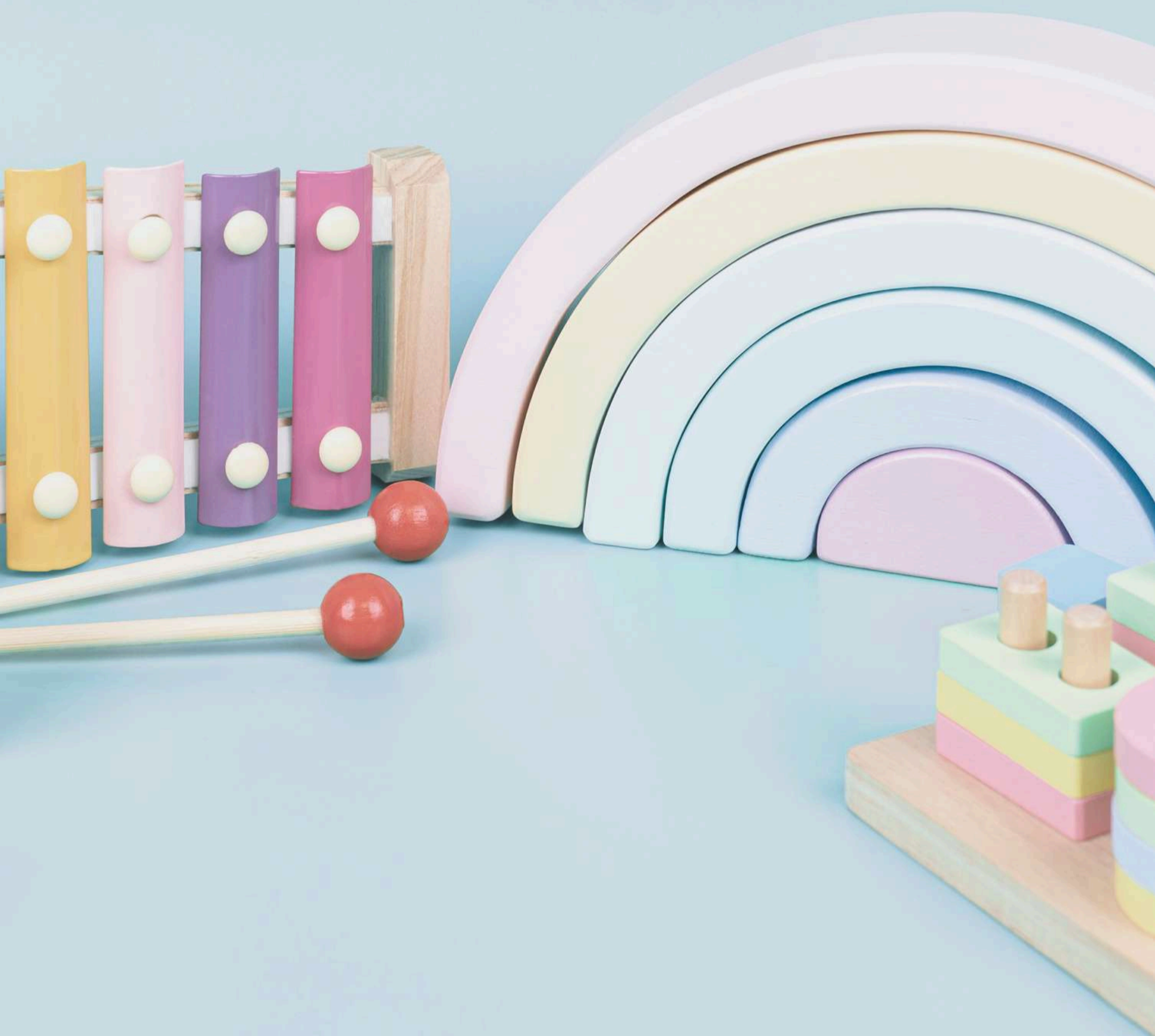
## SUPPORTING MOTHERS FOR WORK-LIFE BALANCE

- **“Academic year” work** (leave during school vacation)
- **Flexible work hours** (work hours are accumulated so that mothers can arrive later or earlier or take leave when they need)
- **“Compressed work hours”** in 4 days instead of 5
- **Results-oriented work** (work based on deadlines)
- **Yearly work hours**
- **Childcare vouchers**
- **On-site Daycare**
- **Extra annual leave**





# BEST CORPORATE PRACTICES



# BEST CORPORATE PRACTICES IN GREECE

## CONVERT GROUP

A FACILITY SO THAT PARENTS  
CAN BRING THEIR CHILDREN AT  
WORK.

## AMGEN HELLAS

400€ ANNUALLY FOR EVERY  
CHILD UP TO 6 YEARS OLD.

## VODAFONE HELLAS

FLEXIBLE WORK HOURS (EXCLUDING  
THOSE WORKING ON SHIFT)  
COORDINATION AND FINANCIAL SUPPORT  
FOR PARTICIPATION  
IN CHILDREN CAMPS THROUGHOUT GREECE



## S.C JOHNSON HELLAS

FLEXIBLE ARRIVAL AND DEPARTURE TIME,  
FLEXIBLE WORK HOURS FOR WORKING MOTHERS  
(4-DAY EMPLOYMENT).

## COCA COLA ΤΡΙΑ ΕΨΙΛΟΝ

FLEXIBLE WORK HOURS, TELEWORK OPTION,  
EXTRA DAYS OF PARENTAL LEAVE TO NEW  
MOTHERS AND FATHERS

## LIDL HELLAS

EVERY PARENT WITH A CHILD UP TO 8 YEARS  
OLD RECEIVES FINANCIAL SUPPORT ALSO FOR  
THE 3RD MONTH OF PARENTAL LEAVE INSTEAD  
FOR THE 2, ENTITLED BY LAW.

# BEST CORPORATE PRACTICES IN EUROPE



## ROHDE & SCHWARZ (Germany)

THE COMPANY HAS 3 CHILDCARE TEAMS WITH 36 CHILDREN IN TOTAL & 2 KINDERGARTEN TEAMS WITH 46 POSITIONS. DROP OFF/PICK UP HOURS CAN BE FLEXIBLE DURING OPERATION HOURS: MONDAY TO FRIDAY, 07.30- 17.30.

## NEXT (United Kingdom)

NEXT COMPANY PROVIDES BENEFITS TO EMPLOYED PEOPLE, INCLUDING AN ON-SITE CHILDCARE FACILITY NAMED "NEXT STEPS NURSERY", WHICH HAS ALSO BEEN ASSESSED WITH VERY HIGH OFSTED GRADE. MOREOVER, VOUCHERS ARE OFFERED FOR CHILDCARE, FACILITATING PARENTS IN SAVING FOR OTHER NEEDS.

## CISCO (United Kingdom)

THE TECH COMPANY CISCO, TO SUPPORT ITS WORKING PARENTS, AT THEIR BEDFONT LAKE U.K. HEAD OFFICE OFFERS AN ON-SITE NURSERY FOR CHILDREN FROM 3 MONTHS TO 5 YEARS.

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## BEST CORPORATE PRACTICES IN EUROPE

### UK FAST (United Kingdom)

UK FAST IS AN EMPLOYER WITH BENEFITS AND RESOURCES FOR PARENTS SUCH AS 16 PAID WEEKS OF MATERNITY LEAVE, 2 WEEKS OF PATERNITY LEAVE AND CHILDCARE

### SCHÖN KLINIK NEUSTADT (United Kingdom)

THE COMPANY HAS 10 RESERVED SLOTS FOR CHILDREN YOUNGER THAN 3 AT AN ON-SITE CRÈCHE SET UP THROUGH A PUBLIC-PRIVATE PARTNERSHIP WITH THE CITY OF NEUSTADT.

### DANONE UK (United Kingdom)

BENEFITS OFFERED BY DANONE FOR EMPLOYEES WITH CHILDCARE AND OTHER CARE RESPONSIBILITIES INCLUDE A GENEROUS MATERNITY LEAVE ENTITLEMENT AND SHARED PARENTAL LEAVE, BOTH OF WHICH ARE ADDITIONAL TO UNITED KINGDOM'S STATUTORY REQUIREMENTS.

## THE ROLE OF THE GREEK STATE

### Creation of on-site childcare facilities at companies

**120 ORGANISATIONS, 70 BIG AND 50 MEDIUM,  
WILL POSSESS CHILDCARE FACILITIES FOR ABOUT  
2.500 INFANTS & CHILDREN,  
FROM 6 MONTHS TO 2,5 YEARS OLD.**

**THE ORGANISATIONS WILL RECEIVE IN ADVANCE 50%  
OF EXPENSES FOR FACILITY CREATION, AND THE REST  
50% UPON LAUNCH OF OPERATION.**

**THIS IS A RECOVERY FUND AND IS IMPLEMENTED BY  
GENERAL SECRETARIAT FOR DEMOGRAPHIC AND  
FAMILY POLICY AND GENDER EQUALITY**

**APPLICATIONS FOR ORGANISATIONS  
WITH MORE THAN 100 EMPLOYEES**



# A FEW WORDS FOR THE

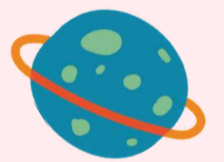


## PROJECT

Since December 2021, **Diversity in the Workplace**, with the project “**Worldplaces-Workplaces Working with Migrant Women**”, co-funded by the Asylum, Migration and Integration Fund of the European Union, introduces **best inclusion practices** at the **workplace**, by supporting **women of migrant background**, while focusing on the **Work-Life Balance Policy**, with other European partners.

**Generation 2.0 for Rights, Equality & Diversity** is building the **Greek Worldplaces Network**, where **companies and non-profit organisations** have the opportunity, apart from **network** with other members in Greece and Europe, to **access tools and resources** for best inclusion practices, **from the gender and origin perspectives**, and as well **participate in trainings** on the following topics:

- "Non-discriminative Recruitment policies & Best Corporate practices on Childcare"
- "Non discriminative and Inclusive Policies at the Workplace"



# WE ARE WORLDPLACES

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workplaces working with migrant women



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