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**Family-Friendly Policies: How to
Implement Better Business Practices
for Working Parents and Children**

WHAT ARE FFPS AND WHY ARE THEY IMPORTANT?

POLICIES THAT HELP WORKERS RECONCILE WORK AND FAMILY LIFE

FFPS COVER CRITICAL ASPECTS THAT SUPPORT WORKING FAMILIES:

TIME

- Paid parental, family and sick leave
- Breastfeeding support
- Flexible work

RESOURCES

- Living wages
- Child benefits

SERVICES

- Affordable, accessible, quality childcare



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FAMILY-FRIENDLY WORKPLACES

Policies and Practices to Advance
Decent Work in Global Supply Chains



INVESTING IN CARE: WHY



1

Care matters to workers, businesses and societies



2

ILO Declaration for the Future of Work: A transformative agenda to achieve gender equality



3

International Labour Standards provide guidance to actors of the world of work

INVESTING IN CARE: WHAT

● **MATERNITY PROTECTION**



● **GRANT PAID FAMILY LEAVE**

INCLUDING MATERNITY, PATERNITY AND LONG-TERM CARE LEAVE FOR ALL FAMILY TYPES



● **NON-DISCRIMINATION**



● **SUPPORT RETURN-TO-WORK AFTER LEAVE**

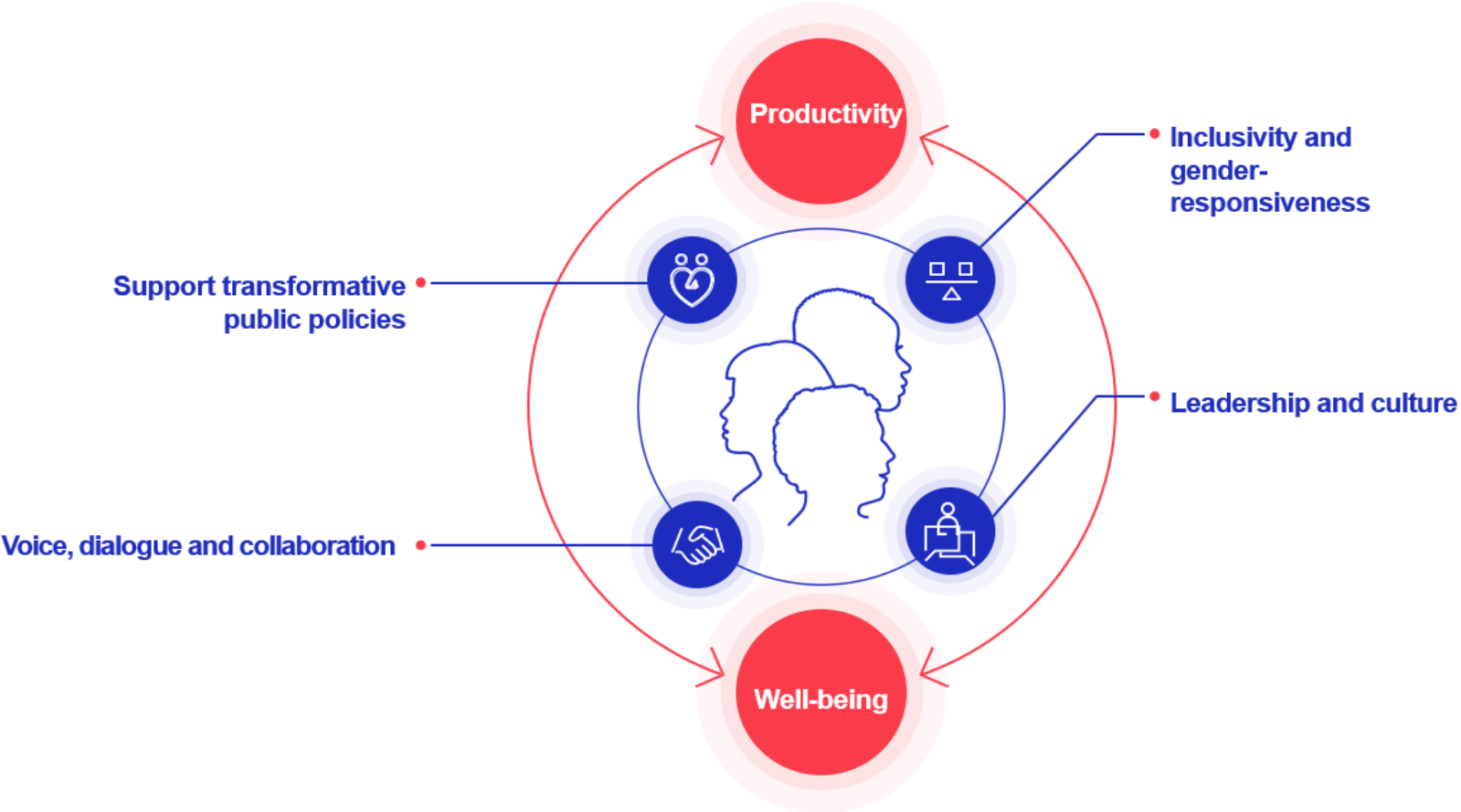


● **FAMILY-FRIENDLY WORKING ARRANGEMENTS**

● **QUALITY CARE SERVICES**



INVESTING IN CARE: HOW



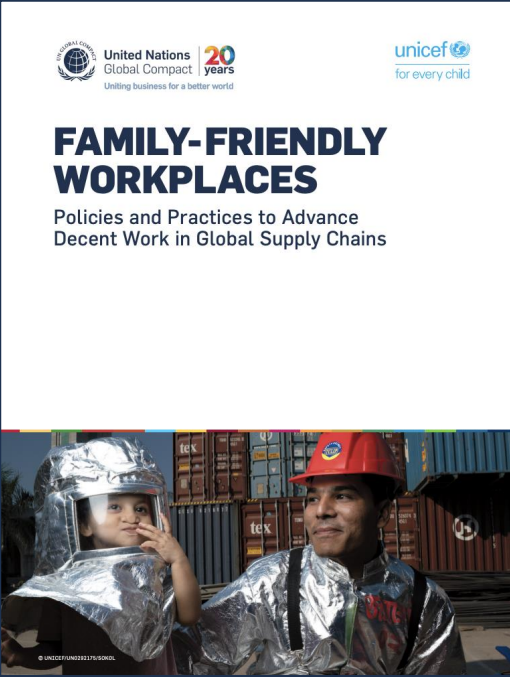
QUESTIONS?



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RECOMMENDED RESOURCES





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FAMILY-FRIENDLY POLICIES AND OTHER GOOD WORKPLACE PRACTICES IN THE CONTEXT OF COVID-19:

Key steps employers can take

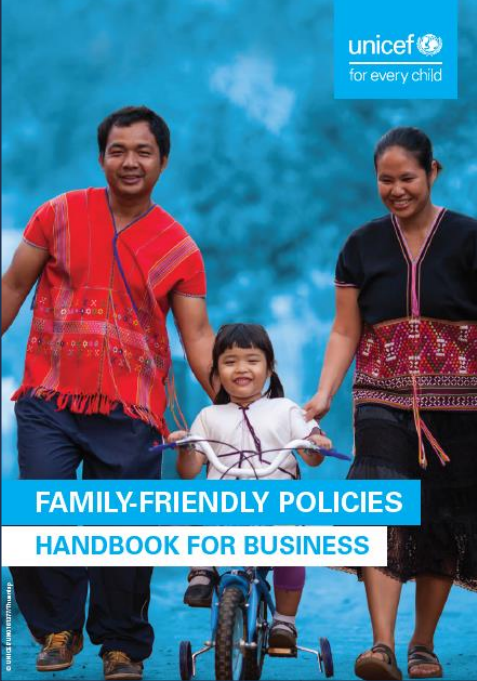
INTERIM RECOMMENDATIONS, 27 MARCH 2020

This document builds on material developed by UNICEF EAPRO, UNICEF ESARO and the ILO. It is an interim guidance note, developed in a fast-evolving situation. It provides general recommendations that aim to help employers strengthen support for workers and their families. It needs to be adapted locally and to rapidly changing contexts. As the information contained in this document may date quickly, you are advised to check the sources and online information (via links) regularly.

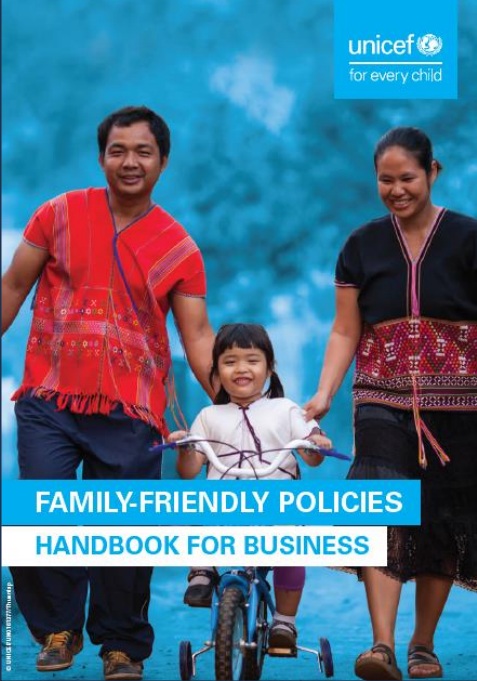
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FAMILY-FRIENDLY POLICIES HANDBOOK FOR BUSINESS



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