






Five Dimensions of a Family-Supportive Workplace

Practices that help facilitate a healthy integration of work and family are increasingly sought after in the marketplace. Workplaces must compete for talented employees who may also be parents and caregivers to aging relatives or other loved ones. Employers have a vital opportunity to embrace a whole-person, family-friendly approach to the workplace. A family-supportive workplace is embodied throughout organizational life through a variety of family-supportive practices.

	FEATURE OF ORGANIZATIONAL LIFE	EXAMPLES OF FAMILY-SUPPORTIVE PRACTICES
CORE VALUES 	Principles that guide how employers and employees relate to one another, how the organization relates to its customers, beneficiaries and community	<ul style="list-style-type: none"> An organizational values statement that reflects values such as dignity, family and care for the whole person
SPACE 	The physical space where work gets done and any physical accommodations that facilitate work	<ul style="list-style-type: none"> A quiet, safe space for nursing mothers Pregnancy accommodation
TIME 	The length of the work day and week, the schedules, rhythms and expectations that govern when work gets done	<ul style="list-style-type: none"> A flexible work policy that meets worker and workplace needs Opportunity for part-time work
COMPENSATION 	Wages, salary, benefits, and other bonuses provided by an organization as compensation and reward for work	<ul style="list-style-type: none"> Paid time off to enable care for loved ones Paid time off for new parents to recover and bond Paid time off for pregnant employee's health needs
CULTURE 	The practices and communication tools that translate formal organizational policies into the daily life of an organization	<ul style="list-style-type: none"> Consistent implementation, communication and modeling of family-supportive practices