

Best practices from Slovakia for Work/Life balance

1. Company - one of the largest producers of Beer

- ✓ Pre-school kindergarden for children till 3 years
- ✓ Kindergarden (3 till 7 year)
- ✓ Internal company guidelance Parental Code ”- protection of single parents when deciding to terminate work.
- ✓ Flexible working time, possibility of shortage of working hours for pregnant women or parents caring about children up their 15 years.

2. Multinational Ireland based company providing services

- ✓ Internal playground „corner“ for employees' children operating daily children's showers, toilets
- ✓ Maternity bonus (up to 4 times in a high of a monthly salary)

3. Gas industry company

- ✓ Extra 3 paid days for care about child or family member
- ✓ One extra day for accompanying child when entering school

4. Beer brewing company in Slovakia

- ✓ Flexible working time
- ✓ Possibility of shorten working hours
- ✓ Possibility to work from home
- ✓ Extra bonus in amount of 250 Eur monthly for caring a child
- ✓ Gender Equality in a Collective agreement

5. International Business Machines Corporation

- ✓ Special online portal for employees being at maternity and parental leave (information, courses, job offers)
- ✓ Priority of place in a nearby kindergardens
- ✓ Workshops for parents

6. British multinational groceries company

- ✓ Maternity leave: Additional payment to the Maternity leave (34 weeks)
- ✓ Paternity leave for men - two weeks' paid leave after the birth of their child
- ✓ One day for accompanying child when entering school - paid
- ✓ Every parent of a child under the age of 18 is entitled to four weeks of unpaid parental leave per year.

7. Dental hygiene company

- ✓ Smaller teams = better cooperation and substitutability
- ✓ Parents are welcome in meeting and teambuildings (for children and partners)

8. During the pandemy

- ✓ Offered special courses and training oriented on work life balance
- ✓ How to effective work from home

Impact of pandemy