



Cycle 2 Label Earners
2023-2025

The Parent-friendly Label™ (PFL) is a voluntary workplace award program that recognizes organizations in the UAE's semi-government, private and third sectors, for their commitment to a supportive work culture and policies, which ultimately impact children of 0-8 years old. A substantial number of organizations across the UAE have already begun their journey towards becoming parent-friendly workplaces.

Program Categories



Parental Leave:

Dedicated leave days and arrangements are provided to parents to support them before, during and on return from the birth OR foster care of their child



Flexible Work:

Flexible work practices are accommodated to allow for caring responsibilities and changing family arrangements



Family Care:

Employees are supported and empowered to make choices to reconcile work and caring responsibilities



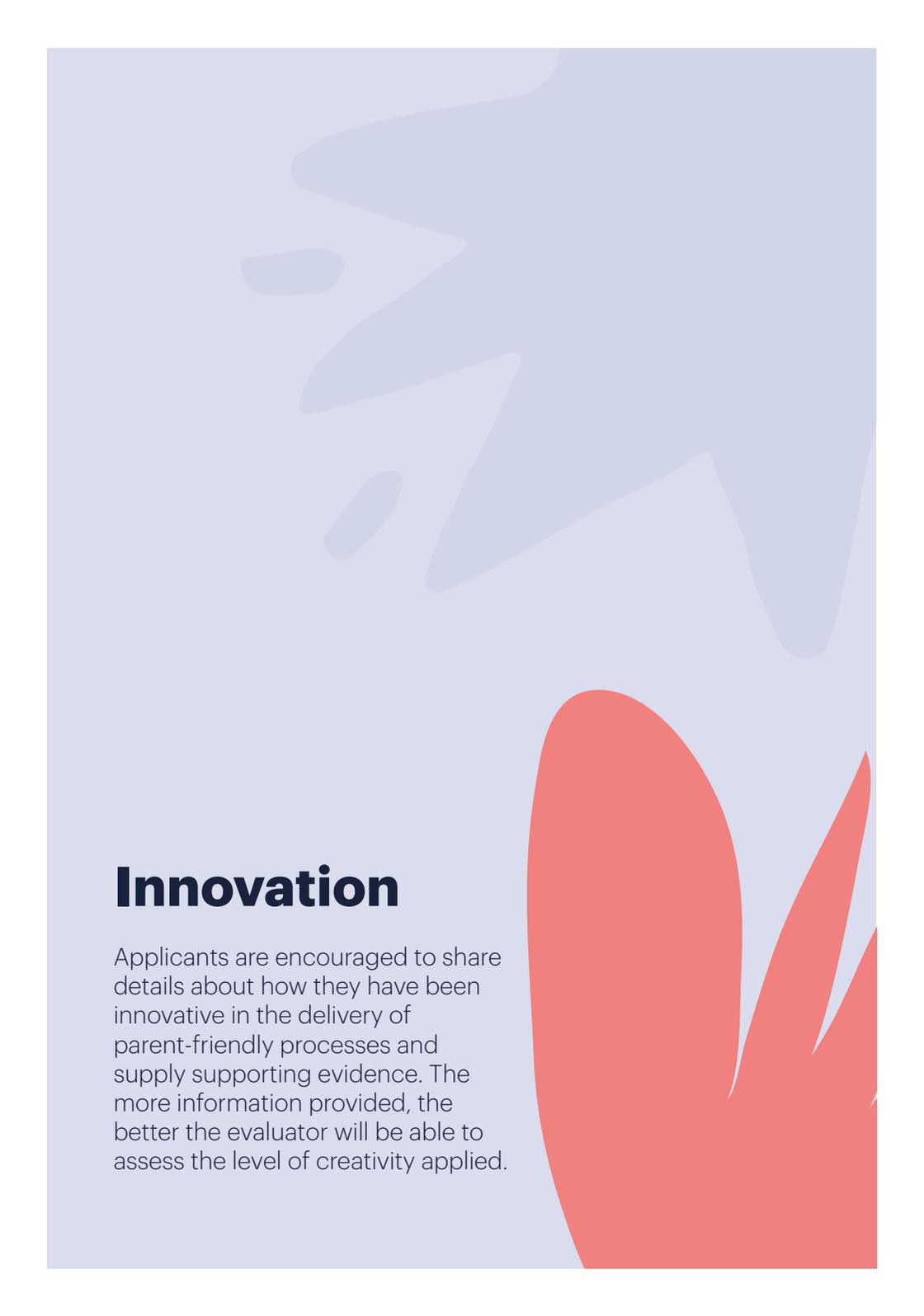
Family Wellbeing:

Support for the emotional, mental, and physical wellbeing of employees and their families is offered



Culture:

Parent-friendly policies and practices are embedded into organizational culture through training, professional development, monitoring and feedback mechanisms



Innovation

Applicants are encouraged to share details about how they have been innovative in the delivery of parent-friendly processes and supply supporting evidence. The more information provided, the better the evaluator will be able to assess the level of creativity applied.



75 applications

23 industries

59,947 employees

32,093 parents

22,873 young children
(ages 0-8)

253 children of
determination

have been positively impacted this cycle.*

*This is indicative, based on the number of parents caring for a child of determination who responded to the Parent-friendly Experience Survey. Please note that the policies and numbers reported in this infographic were accurate at the time of application closure (May 2023).

Emirates Nature in Association with WWF



Conservation

Offer **'Work from Anywhere'** during the summer months, **July and August**

Female employees are not required to return to the office immediately following maternity leave. They may continue **working from home** until they are ready to return to the office, and this period may cover the nursing period

Provide a variety of **wellbeing initiatives**, including yoga, sound healing and activities for exploring UAE's nature which employees' children are invited to as well

In addition to compassionate leave, employees are granted **4 months and 10 days** of remote work if their child or spouse has deceased

Employees may utilize their own sick leave (rather than annual leave) to take care of their **sick children**

Education - Nursery



Female employees are entitled to unlimited nursing breaks with access to an onsite nursing room, as well as 2 hours per day if they wish to leave the office early, which can be combined with their lunch break for a

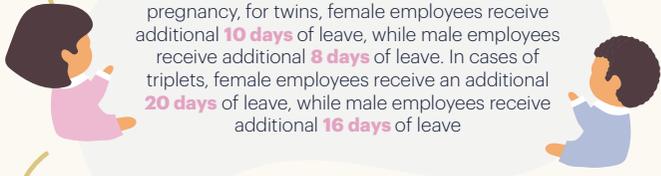
total of 3 hours per day



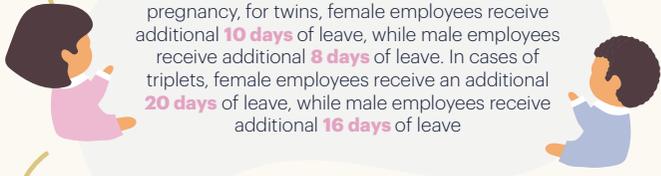
Provide **free childcare** in the nursery, as well as discounts for selected schools



Offer various **peer-led support groups** for parenting, infant care, people of determination and child counselling

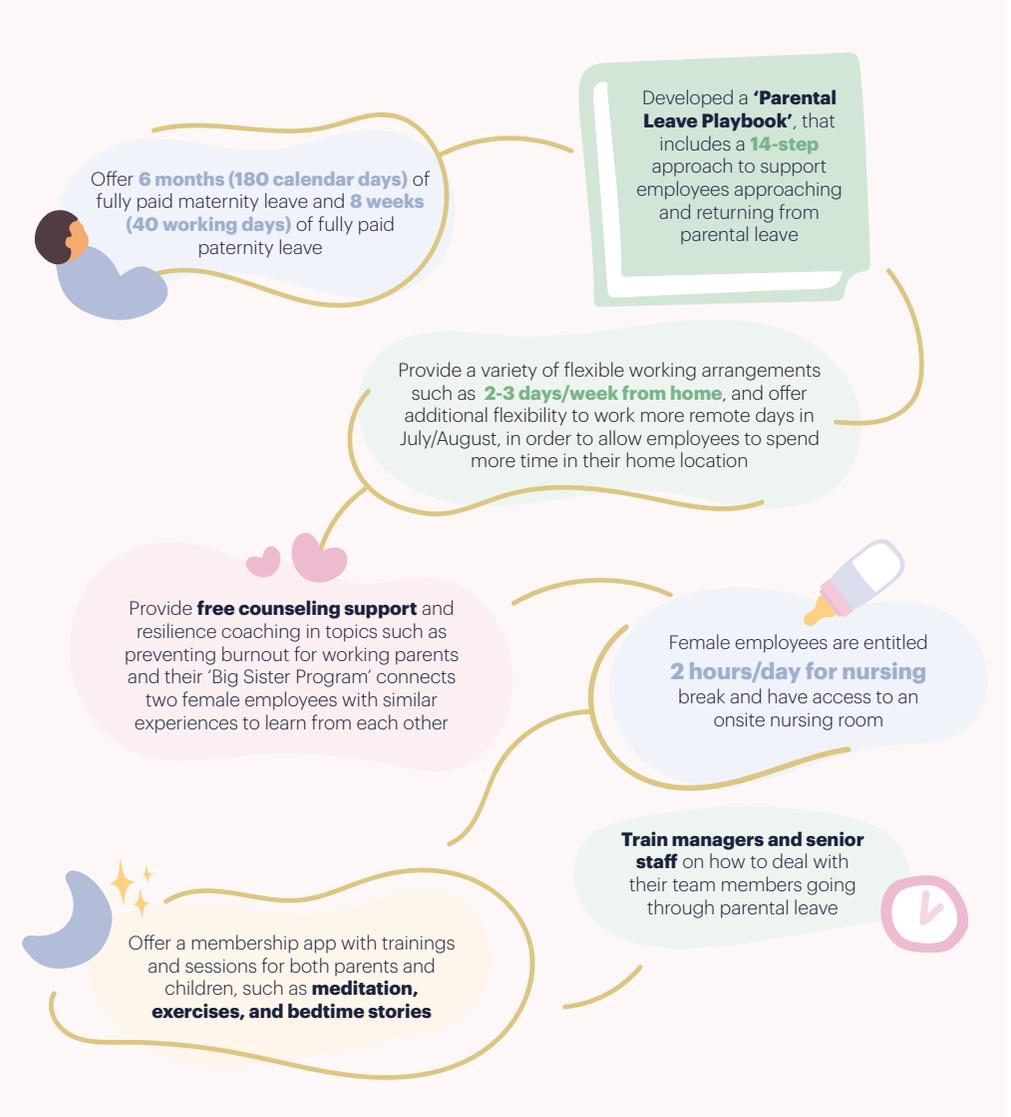


In cases of multiple births during a single pregnancy, for twins, female employees receive additional **10 days** of leave, while male employees receive additional **8 days** of leave. In cases of triplets, female employees receive an additional **20 days** of leave, while male employees receive additional **16 days** of leave



In cases of stillbirth (after 6 months of pregnancy), female employees receive their full maternity leave benefit **90 days** and male employees can take up to **15 days** paternity leave

Professional Services





105 days

of fully paid
maternity leave

Female employees are entitled
2 hours/day for nursing
break and have access to an
onsite nursing room



Employees may work remotely
for **8 days/month**, with line
manager agreement

Offer wellbeing support through
their **wellness program** that
includes learning about
'psychological first aid'

Established a **confidential
platform for employees** to share
their concerns with leadership.
These are done in effort to provide
effective resolutions to employees



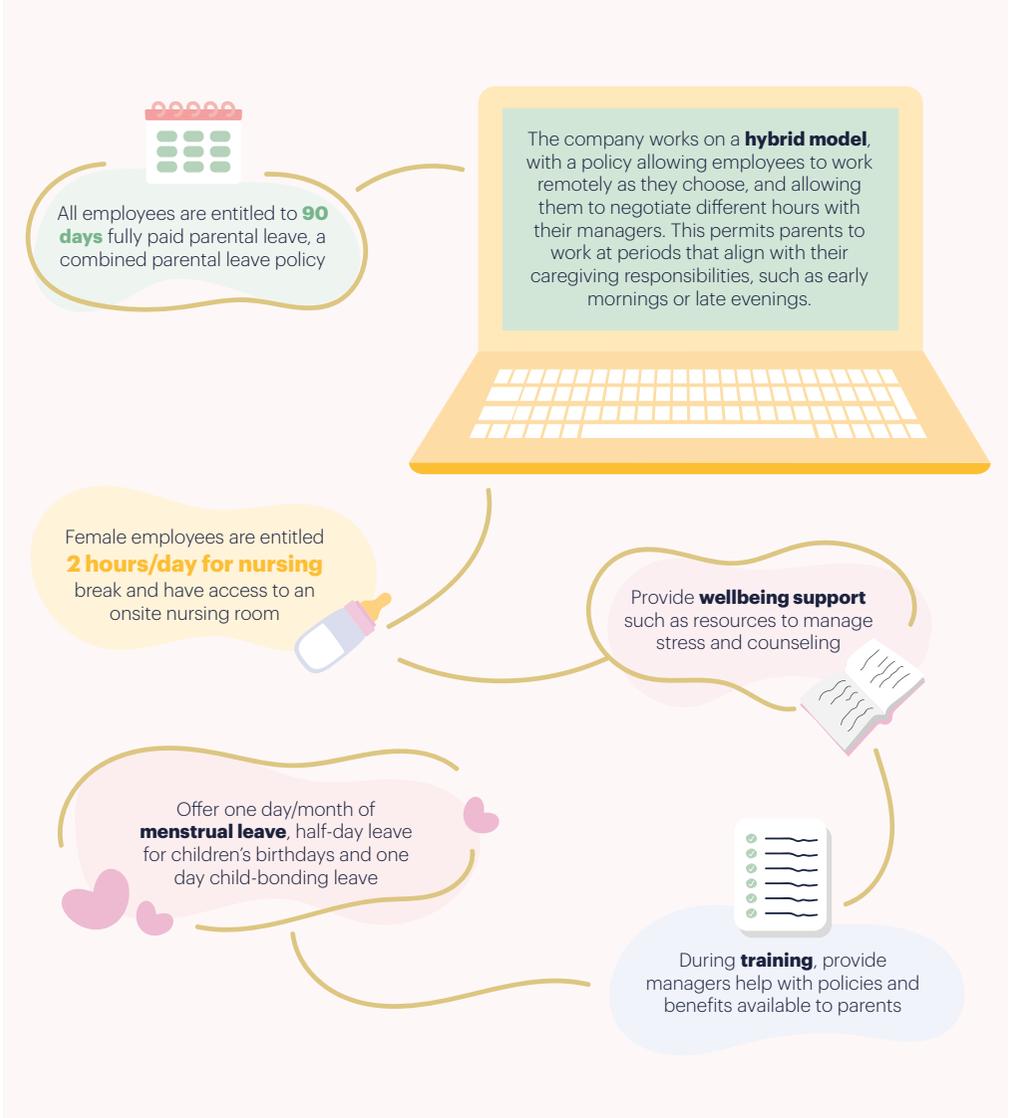
one-stop-shop

Introduced a **"one-stop-shop"**
centralized platform for
parent-friendly resources

Employees (and 5 family members)
have access to 'Calm', an app that
offers **wellbeing services**



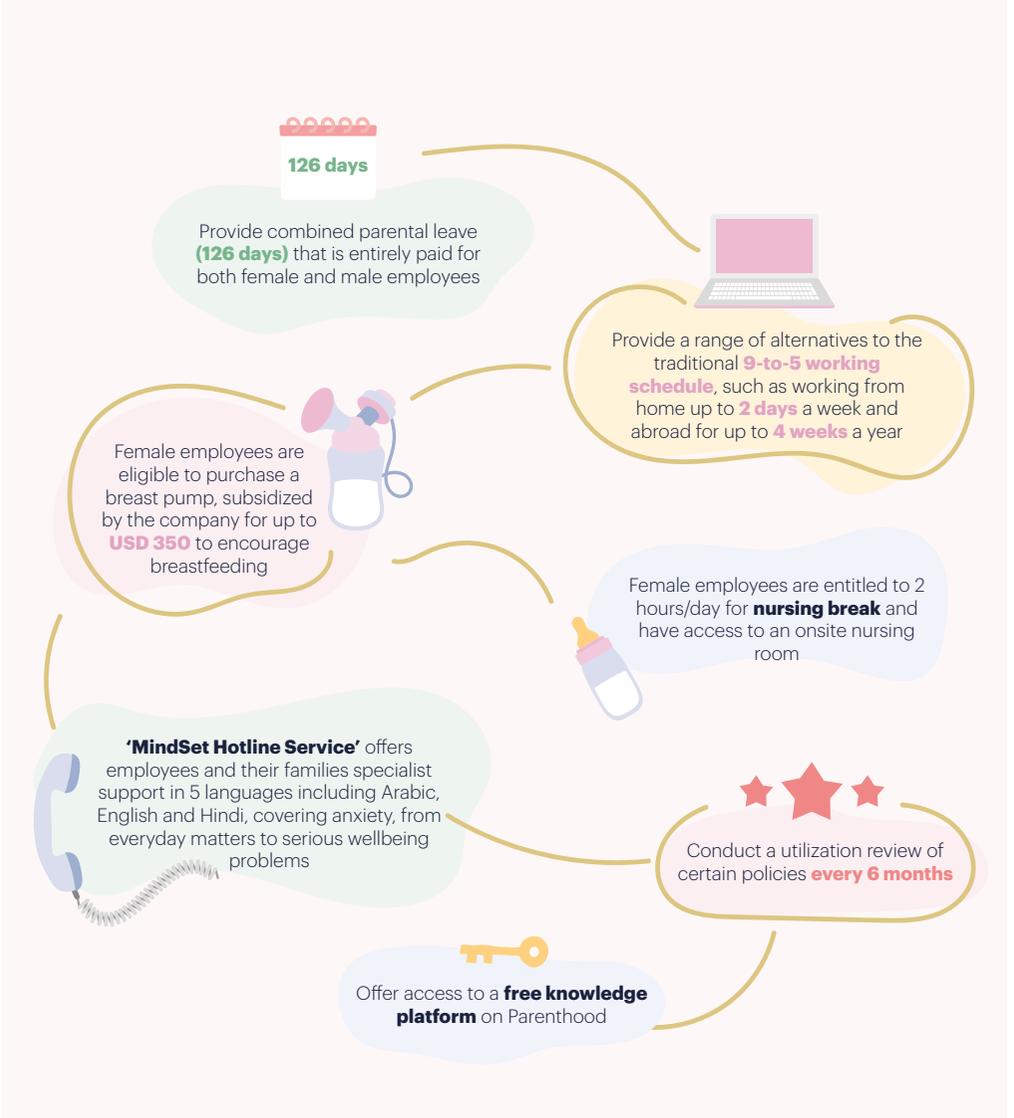
Healthcare & Pharmaceuticals



Nestlé Middle East FZE



Consumer Product Goods



Novartis Middle East FZE



Healthcare & Pharmaceuticals



Provide combined parental leave **(14 weeks i.e. 98 calendar days)** that is entirely paid for both female and male employees. This policy extends to adoptions



Female employees are entitled **2 hours/day for nursing** break and have access to an onsite nursing room



Employees can **work from abroad** for two months/year

'Energized for Life' is their **global wellbeing strategy** that covers topics of physical, social, and mental wellbeing



Established a **'Parental Leave Handbook'** given to managers to advise and ensure awareness on how to aid team utilizing parental leave

Expatriate Employee Assistance Program helps employees and dependents with parenting, stress, anxiety, depression, and more

Professional Services



Provide **6 (180 calendar days) months** of fully paid maternity leave and **10 days** of fully paid paternity leave. This policy also covers adoptions. They also offer additional leave for parents of Children of Determination.



Their 'Flexforward Policy' allows employees to work from home **3 days/week**

Our UAE employees are entitled to family benefits without having the mandate of company sponsored residency visas.

We also have additional leave benefits such as: **Marriage Leave and Volunteer (CSR) Leave.**

The involuntary loss of employment (ILOE) insurance is paid by the company for all our employees

Offer longer service recognition awards with the aim to retain staff. Also, in addition to mandatory medical insurance, they offer access to an Employee Assistance Programme to all employees and their family members that ensures mental health needs are catered to



Provide **family day events** throughout the year, as well as sports allowances promoting health and mental wellbeing

Chalhoub Group



Retail



Offer **90 days** of fully paid maternity leave and **14 days** of fully paid paternity leave. Inclusion of **2 days-off** for frontline employees



Provide flex-time opportunities such as allowing employees to work from home **2 days** a week and abroad up to **4 weeks a year**



Provide access to an onsite **nursing room**



Offer **Employee Assistance Program** that provides free and private mental health support, counseling and therapy through psychologists, with a dedicated Wellbeing Academy that hosts resources and learning courses covering mental, physical, financial, social and professional wellbeing



Provide **"Culture Labs"** as a forum for team members to share insights into both the enablers and blockers of the culture while co-creating solutions addressing policies, procedures and ways of working

Banking & Financial Services



Offer **112 days (16 weeks)** of fully paid maternity leave and **98 days (14 weeks)** of fully paid paternity leave



Upon return from maternity leave, female employees have access to "shorter days" **by 2 hours/day for 1 month fully paid**



Employees may **work remotely 50%** of the time. They also do not require employees to work a 9am-5pm schedule



Female employees are entitled to nursing breaks for **up to 18 months** and access to an onsite nursing room



Launched **peer-led support group** (129 members) that offers a network for sharing knowledge stories among current and prospective parents and carers



Offer a **parents' toolkit** that provides access to all parenting benefits and parent-friendly policies



Offer **hybrid working for all our employees**, leading by trust and offering flexibility in how and where employees get their work done, which helps those with family caring commitments to achieve the balance they need. LinkedIn also offer option to work remotely for up to 30 days per year, and 4 weeks of **"Family Care Leave"** in case of emergencies



Provide **140 days** of fully paid maternity leave and **6 (30 working days)** weeks of fully paid paternity leave



Offer a **guide for mothers** from pre-pregnancy until their return to work from maternity leave

Provide female employees access to an onsite nursing room



Offer **reimbursements** for after school programs, child care and tutoring expenses to ensure loved ones are taken care of while working parents are focusing on work during working hours, on top of The School Fee Contribution program providing an allowance to help parents cover the costs of school for up to 3 children.

Offer 10 professional face-to-face counselling sessions for employees regarding personal and work-life issues



Provide **2 professional engagements** of unlimited one-to-one coaching for **3 months** before birth, and the same after birth

Offer a specific **managers' guide** to support employees through their parental leaves



Houbara Defence and Security



Security



Offer **90 days** of fully paid maternity leave and **10 days** of fully paid paternity leave



Female employees are **entitled to 2 hours/day** nursing break and have access to an onsite nursing room



Offer remote working, **staggered hours**, and flexibility around school events and to accommodate caregiving responsibilities



Regularly collect **employee feedback** and review where policy enhancements and changes can be made to increase employee satisfaction



Connect employees who have children of the same age to share knowledge and experience and provide access to a **'Wellness Hub'**

The Future of Work is Parent-friendly



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eca.gov.ae/parent-friendly-home