



## A Toolkit for Gender Equality in Practice - Initiative

# Krieger + Schramm GmbH & Co. KG

## Four-day work week

### Summary of the initiative

The construction company Krieger + Schramm from Dingelstädt offers the whole spectrum of a modern construction company, from project development to construction. The family-friendly policies are comprehensive and its almost 70 employees can all avail of them, whether they are office workers, specialists or foremen.

Despite seasonal orders and fluctuating staffing needs, family-friendly policies can be used throughout the year. Family-friendliness is an integral part of the corporate philosophy. Employees can benefit from a gradual re-entry into the construction company, for example through flexible working patterns.

A very special working time model is also offered to construction professionals, who are on the road for the majority of their working time. Their time is bundled, which, whilst in full-time, means that they only have to work four days a week. They thus work Mondays to Thursdays and can spend three days per week with their families.

The company is also fully engaged on the topic of childcare. The parents receive financial support for the childcare and if necessary employees are able to bring their children into the company.

### Priorities

Supporting work-life balance

### Sector(s)

Construction

### Type

Enterprise initiative

### Country

Germany

### Model of social partnership

Unilateral / Employers

### Launch date

N/A

### Number of employees

50-250





**This initiative was submitted by:**

ZDH-UEAPME

**Website**

<http://www.krieger-schramm.de>