



## A Toolkit for Gender Equality in Practice - Initiative

# Papaellinas Group

## Supporting work-life balance

### Summary of the initiative

The Papaellinas Group is involved in the distribution of pharmaceutical and fast-moving consumer goods, distribution and retailing of fragrances and cosmetics and retailing of health foods and natural remedies. These companies actively support the “work-life balance” concept through a number of practices that include:

- Flexible working hours;
- Six months of maternity leave instead of 18 weeks as provided by law;
- Free provision of medicine to those staff members facing childbearing difficulties;
- Provision to staff members of gift coupons of a value of €80 per month for purchase of children’s products until the child reaches the age of two and a half;
- Provision of a child car seat for every new-born child of staff members;
- Encouraging the upgrade of skills and qualifications of staff members through the full coverage of the relevant tuition fees. The Group also sends staff abroad for the acquisition of further academic qualifications including the universities of Columbia and Stanford;
- Granting of money prizes to all children of staff members who excel in their school studies

The Group is in the stage of expanding and has foreseen the creation of a day care centre for the children of staff members.

### Priorities

Supporting work-life balance

### Sector(s)

Distribution of pharmaceutical and fast moving consumer goods

### Type

Enterprise initiative

### Country

Cyprus

### Model of social partnership

Unilateral / employer

### Launch date

N/A





## Number of employees

>250

## This initiative was submitted by:

The Cyprus Employers and Industrialists Federation (BUSINESSEUROPE) and the Cyprus Chamber of Commerce and Industry (UEAPME)

## Website

[http://www.cap.com.cy/nqcontent.cfm?a\\_id=1](http://www.cap.com.cy/nqcontent.cfm?a_id=1)