



## A Toolkit for Gender Equality in Practice - Initiative

# Siemens AG

## Work-life balance

### Summary of the initiative

Siemens AG is a global company in electrical engineering and electronics working in a wide range of sectors (industry, energy, health care, infrastructures) to develop and manufacture products, design and install complex systems and projects, and tailor a wide range of services for individual requirements.

Siemens has identified work-life balance, family and career facilitation as crucial factors to retain employees and attract potential ones. At many worldwide locations the company helps the employees with a wide range of measures.

In Germany, one in three businesses operations with more than 20 employees is involved in or is planning in-house childcare in the form of a kindergarten or by reserving places in existing institutions. In this context, Siemens is expanding the availability of childcare options by providing additional services such as nurseries, kindergartens and children's after-school centers near the office location.

Currently, about 1 300 places are available for children up to the age of twelve at 23 Siemens locations across Germany. As a result, Siemens is the company that offers the most childcare places in the country. The expansion will continue: 2 000 childcare places are planned by the end of 2015.

Siemens also gives parents a childcare allowance of currently 100 Euros per month for children not yet in school who are cared for outside the home. In addition, the company pays a bonus of up to 500 Euro per child and per month to parents who return to work part-time after parental leave.

Since this is a voluntary social contribution, the decision to grant these benefits is taken every financial year.

"Career and family audit" certificate: in 2013, Siemens was the largest company to date to be certified for its exemplary effort and commitment in providing its employees with a better career and family life balance.

### Priorities

Supporting work-life balance

### Sector(s)

Energy, Electricity and gas, Hospital / Health Care, Manufacture of machinery and equipment, Manufacturing

### Type

Enterprise initiative

### Country

Germany

### Model of social partnership

Unilateral / Employers



### **Launch date**

2012

### **Number of employees**

>250

### **References**

<http://www.siemens.com/sustainability/en/core-topics/employees/management-approach/work-life-integration.htm>

<http://www.siemens.com/sustainability/en/core-topics/employees/references/family-and-career.htm>

### **This initiative was submitted by:**

BDA (BUSINESSEUROPE), ZDH (UEAPME), bvö (CEEP) and DGB (ETUC)

### **Website**

<http://www.siemens.com>

