



A Toolkit for Gender Equality in Practice - Initiative

Initiative Tischlerei Wegerer GmbH

Multiple family-friendly measures, Prize for family-friendly company

Summary of the initiative

Tischlerei Wegerer GmbH, a carpenter processing wood and wood products, was founded in 1904 and since then, passed on from generation to generation. It is a strong family business where great importance is attached to making it easier for employees to reconcile family and working life and to promote a personal relationship with each other.

The company has implemented multiple family-friendly measures, and because the company offices are not conveniently located (distant from childcare infrastructures), a kindergarten was established, which also guarantees the possibility to look after babies and children with disabilities.

A particular emphasis is placed on ensuring that employees are not left alone with their concerns, problems and fears. There is a very personal treatment for each employee and individually customised solutions are found.

The working hours can be flexibly adapted to the particular needs of employees. For the planning of holidays the family background is also taken into consideration. With the comprehensive training opportunities that are offered to employees, attention is paid to integrating them into the work. Depending on the needs and desires of the employees, there is a wide range of choices available.

In 2012 Tischlerei Wegerer GmbH won a national prize as a family- and women-friendly company in the category of fewer than 50 employees.

Priorities

Supporting work-life balance

Sector(s)

Processing of wood and manufacture of wood products

Type

Enterprise initiative

Country

Austria

Model of social partnership

Unilateral / employer

Launch date

2012





Number of employees

<50

References

http://www.familieundberuf.at/fileadmin/user_upload/Formular_und_Downloads/Staatspreis/02_Broschuere_2012.pdf

This initiative was submitted by:

WKO (UEAPME)

Website

<http://www.wegerer.co.at/>