

FAMILY-FRIENDLY WORKPLACE

Company name : Nordea Investment Funds S.A.

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

NAM wishes to be a family-friendly workplace and has therefore implemented guidelines and benefits in NAM's D&I policy to support new parents through the parental leave and after the return. With this, employees in scope are offered 1:1 coaching sessions with an external provider. Further, they have the option to work only 80% the first three years after return. This policy does not only contain benefits for the employee, but the intention is further to support a more inclusive culture by educating People Leaders in best-practices when team-members become parents. People Leaders should i.e. offer increased flexibility, a performance/learning/pay dialogue while away, and co-create a return-to-work plan with the employees in scope.

Context

All new parents in NAM are in scope. A parent

Objectives

The goal is to support equity and inclusion in the workplace by acknowledging employees in this life-changing chapter in their lives.

Approach

In practice, HR reaches out to employees before they leave for their parental leave and make them aware of the policy and offer the coaching sessions.

Impact

The impact is a more inclusive workplace.

« To do »

Our advice is not to expect that all employees will find this offer attractive. Some employees wishes to be private about their parental leave and not get coaching sessions or be in contact with the workplace at all during the leave, which is completely fine and should be accepted and communicated to the leader.