

NURSING NOOK AVAILABLE TO RECENT MOTHERS

Company name : Arendt & Medernach

Activity sector : Autres activités de services

Company category : Grande Entreprise

Description of the action

Our dedicated nursing nooks are available in both of our buildings to support working mothers

Context

Recognising the need of a comfortable and private area for nursing mothers, these rooms provide a peaceful and calm setting to care to the requirements of young mothers returning to work after giving birth. This initiative is aligned with our D, E & I policy which promoted the inclusion of everyone at work including some minorities at (including mothers returning to work after pregnancy). Also, we did receive some requests for this room; hence we felt that this was the appropriate time to introduce the room.

Objectives

We believe that the nursing nook is essential for working mothers who want to continue breastfeeding their babies after returning to work. These rooms offer nursing women a quiet and pleasant location to pump milk while also storing it in a fridge available in the room till, they can take it home. These facilities make breastfeeding considerably safer and create a more inclusive environment for recent mothers.

Approach

- Our Arendt Diversity & Inclusion Network (DNA) is an internal network created to put into practice Arendt's commitment towards Diversity and Inclusion. DNA is formed by every member of Arendt who wants to join the network and is organized by a coordination committee. The Coordination Committee acts in coordination with the Strategy Committee to implement practical measures in order to raise the awareness of our diversity initiatives within the Arendt Group.
- Each room is equipped with comfortable seating next to electric plugs, a table, and essential amenities to facilitate a peaceful and convenient experience.
- The initiative was launched on the 18th of December 2023

Impact

Working mothers are frequently compelled to choose between their families and their employment. Providing nursing rooms in the workplace demonstrates a commitment to assisting working moms by allowing them to continue nursing and connecting with their children. This assistance can help people feel appreciated and respected by their employers, enhancing job satisfaction, and decreasing stress. Our parenting training program (other best practice) follows the same purpose

« To do »

Ask to a recent mother her needs and ask her to evaluate your nursing nook

« Not to do »

Underestimate the expectations of the mothers