

CHILDREN AT WORK



Allows parents to bring infants or child to work with them for a specified time.

RETURN ON INVESTMENT

Employers who support families by allowing them to bring their new infant or child to work see increased productivity, recruitment, and retention. They also see improvement in morale and customer loyalty, as well as increased teamwork and collaboration.

IMPLEMENTATION

Employers who want to implement a babies or children at work policy should set specific guidelines for parents and coworkers, such as designating a location to breastfeed, a place for parents to take their baby if they cry for more than a few minutes and a place where diapers can be changed and disposed of. It should also clearly outline expectation of parents' performance while their infant or child is present.

PROGRAM INFORMATION

Parenting in the Workplace Institute states:

- There are over 200 confirmed organizations in the United States that have hosted more than 2,100 babies (generally until the babies are six to eight months of age or crawling), including consulting firms, law firms, credit unions, accounting firms, software companies, publishing companies, retail stores, schools, and government agencies.
- The workplace environment has been shown to be a nurturing environment for the infant who thrives from the closeness and responsiveness of their parent, the social interactions with coworkers, and on-demand access to mother's milk.

RESOURCES

- <https://www.babiesatwork.org/resources>
- https://www.babiesatwork.org/_files/ugd/b9f1d1_df5ba71cc95e40c896704d8987babe3a.pdf



FAMILY-FRIENDLY FACT

Did you know that 83% of women and 82% of men report childcare benefits would be an important factor in deciding to stay at their current employer.

1 Marshall Plan for Moms and McKinsey & Company, "The Business Case for Child Care: How Parent-Focused Employee Value Propositions Help Companies Win the War for Talent," May 2022.

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