frei

well-working

powered by

taket

ENGAGE&MEASURE

Enter the IFREI-Wellworking questionnaire

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

IESE Family Responsible Employer Index

IFREI Study In the World

#IESEWork4Balance
#IESEFamily4Balance
#IFREIStudy

IESE Business School University of Navarra

International Center for Work and Family

IFREI

IESE Family Responsible Employer Index

01 Introduction to Corporate Family Responsibility (CFR)

02 Methodology of CFR

03 IFREI results for several countries in the World

04 Conclusions

IESE Business School University of Navarra

International Center for Work and Family

IFREI

IESE Family Responsible Employer Index

01 Introduction to Corporate Family Responsibility (CFR)

02 Methodology of CFR

03 IFREI results for several countries in the World

04 Conclusions

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

In 1999 the **International Center for Work and Family** at IESE Business School created the **IFREI** Study

IFREI:

Is an Index that measures the Corporate Family Responsability (CFR) and its impact on people, society and companies

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

What is Corporate Family Responsability (CFR)?

The leadership, culture and policies that facilitate the integration between work, family, and personal life.

IESE Business School University of Navarra

International Center for Work and Family

IFREI

IESE Family Responsible Employer Index

01 Introduction to Corporate Family Responsibility (CFR)

02 Methodology of the study

03 IFREI results for Spain and the World

04 Conclusions

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

Three dimentions of the CFR

Formal policies

Require that HR designs measures and make them available to employees

→

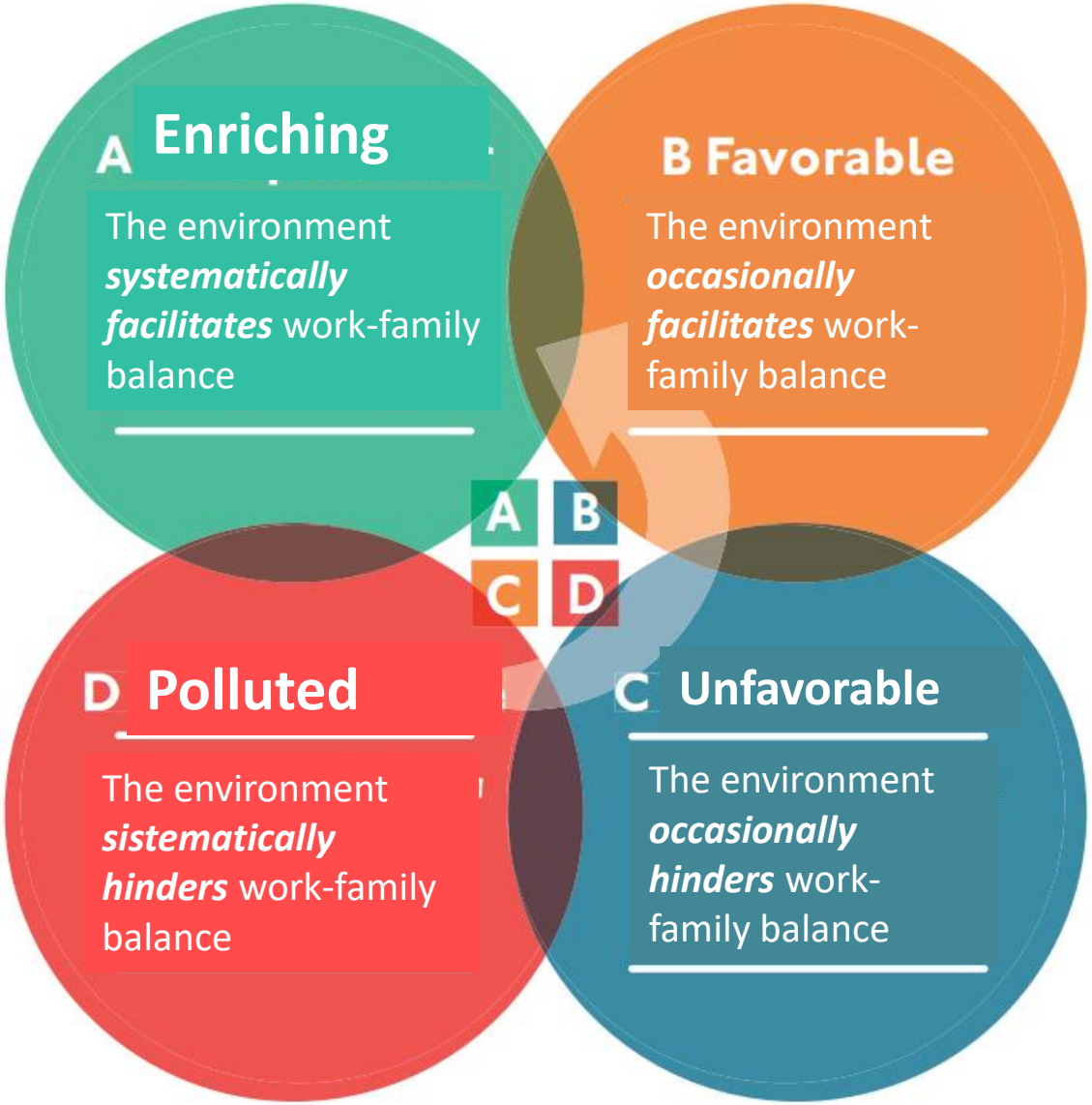
Supporvisor's support

Corporate culture

Guarantee its effective application

IESE Business School University of Navarra
International Center for Work and Family

Work Environments



IFREI
IESE Family Responsible Employer Index

The policies, leadership and culture that determine the work environment of an employee

IESE Business School University of Navarra
International Center for Work and Family

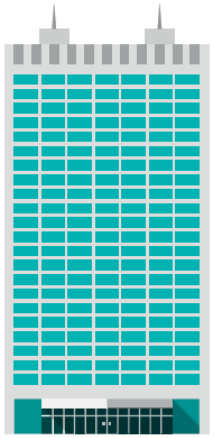
IFREI
IESE Family Responsible Employer Index

Impact of the CFR

EMPLOYEES

An enriching or favorable environment facilitates to attain a better quality of life, better health and to feel respected and appreciated by the company and those who represent it.

The quality of life of employees will influence organizational outcomes.



COMPANY

Employees with good health, committed to the Company and who feel appreciated, have a greater desire to contribute to meeting organizational goals.

Clients, providers and owners of companies wth CFR benefit from it.

SOCIETY

Healthy people spend fewer societal resources and contribute more to education, care, and wellbeing of their loved ones.

Employees in CFR environments make better citizens.

IESE Business School University of Navarra

International Center for Work and Family

IFREI

IESE Family Responsible Employer Index

DIMENSIONS

ENVIRONMENTS OF THE CFR

IMPACTS

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

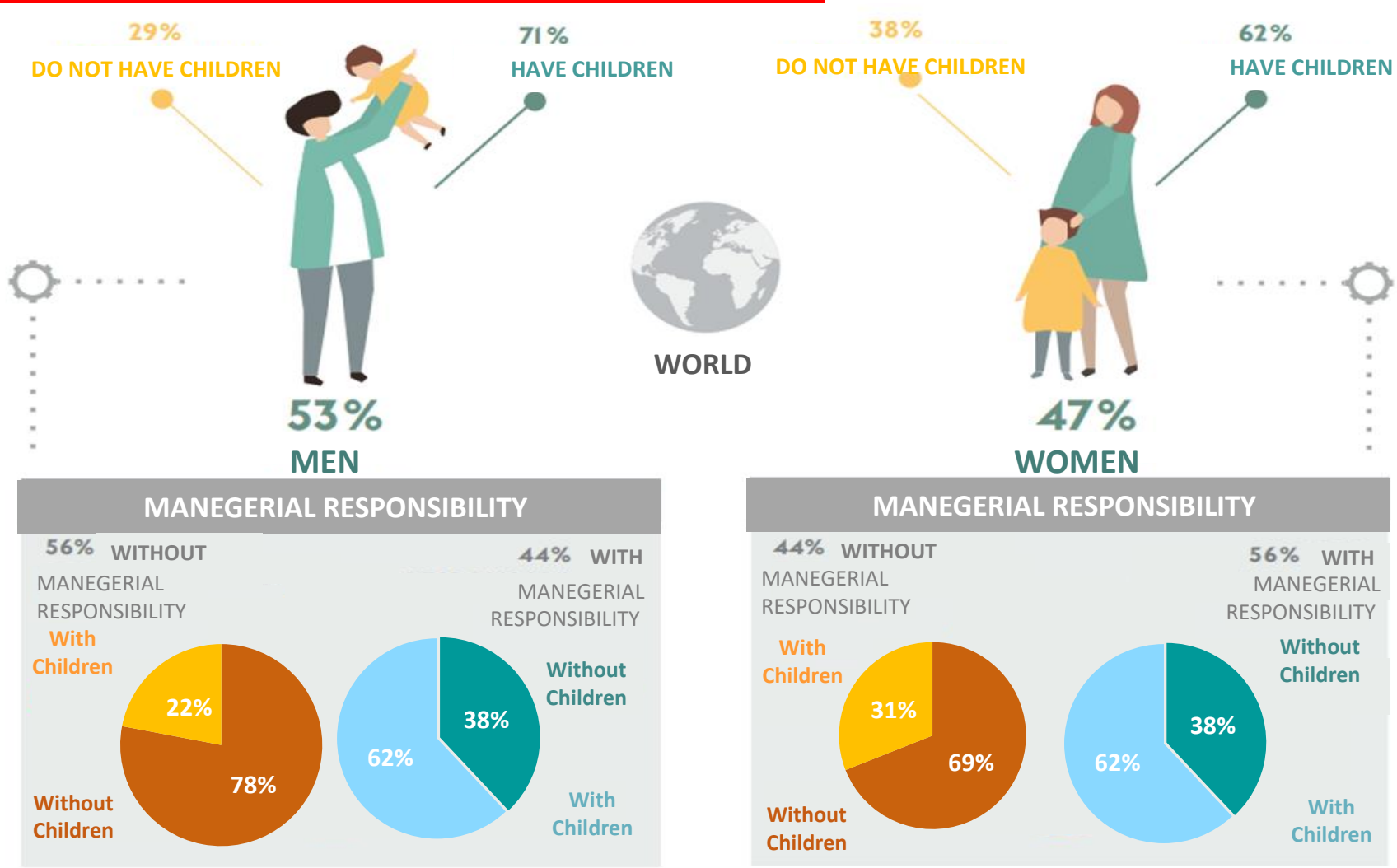
Sample of the study

IESE Business School University of Navarra

International Center for Work and Family

IFREI IESE Family Responsible Employer Index

Sample



Sample: 45628

IESE Business School University of Navarra

International Center for Work and Family

IFREI

IESE Family Responsible Employer Index

01 Introduction to Corporate Family Responsibility (CFR)

02 Methodology of the study

03 **IFREI results for several countries in the World**

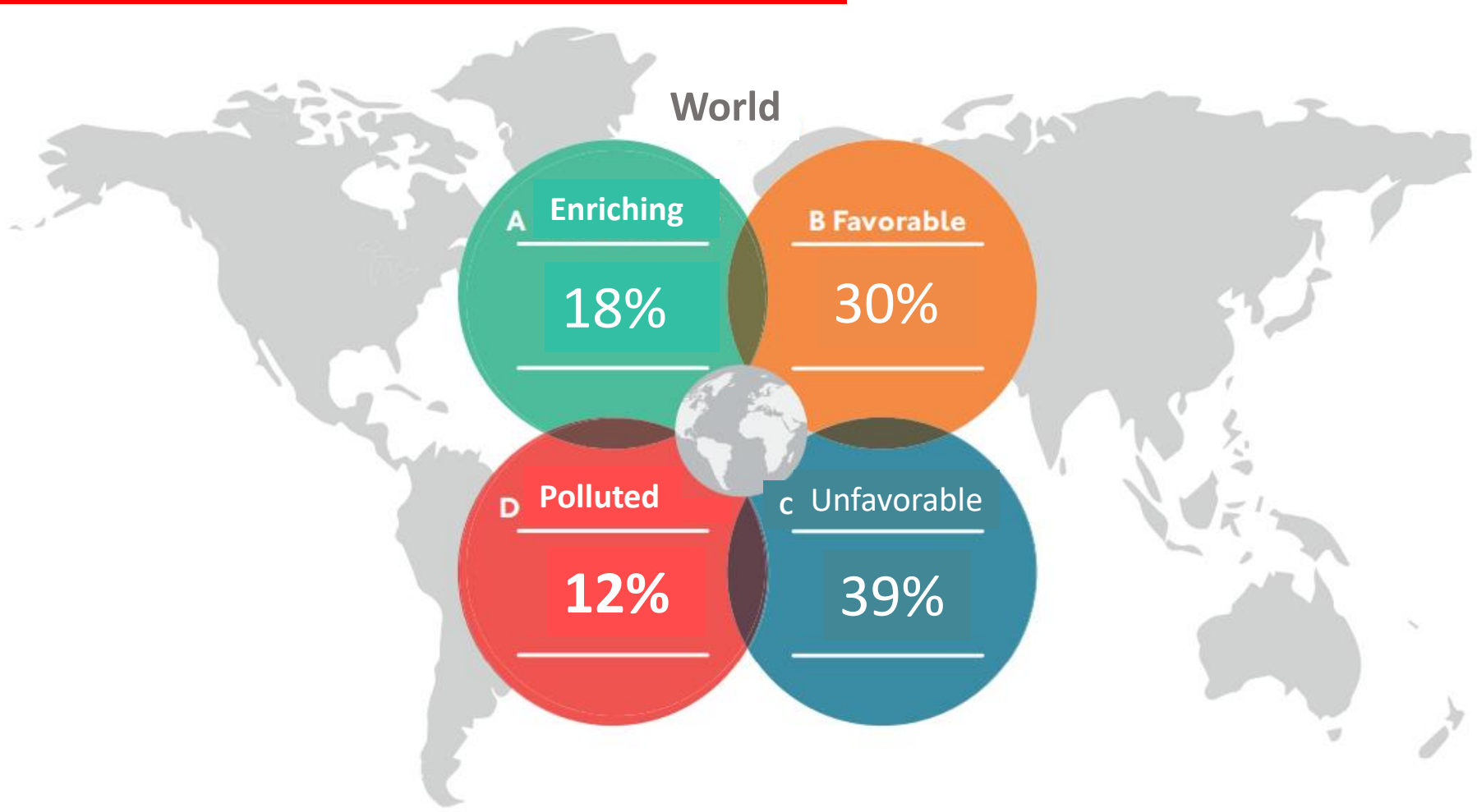
04 Conclusions

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

Environment results:

Depending on the results obtained in the three analyzed dimensions

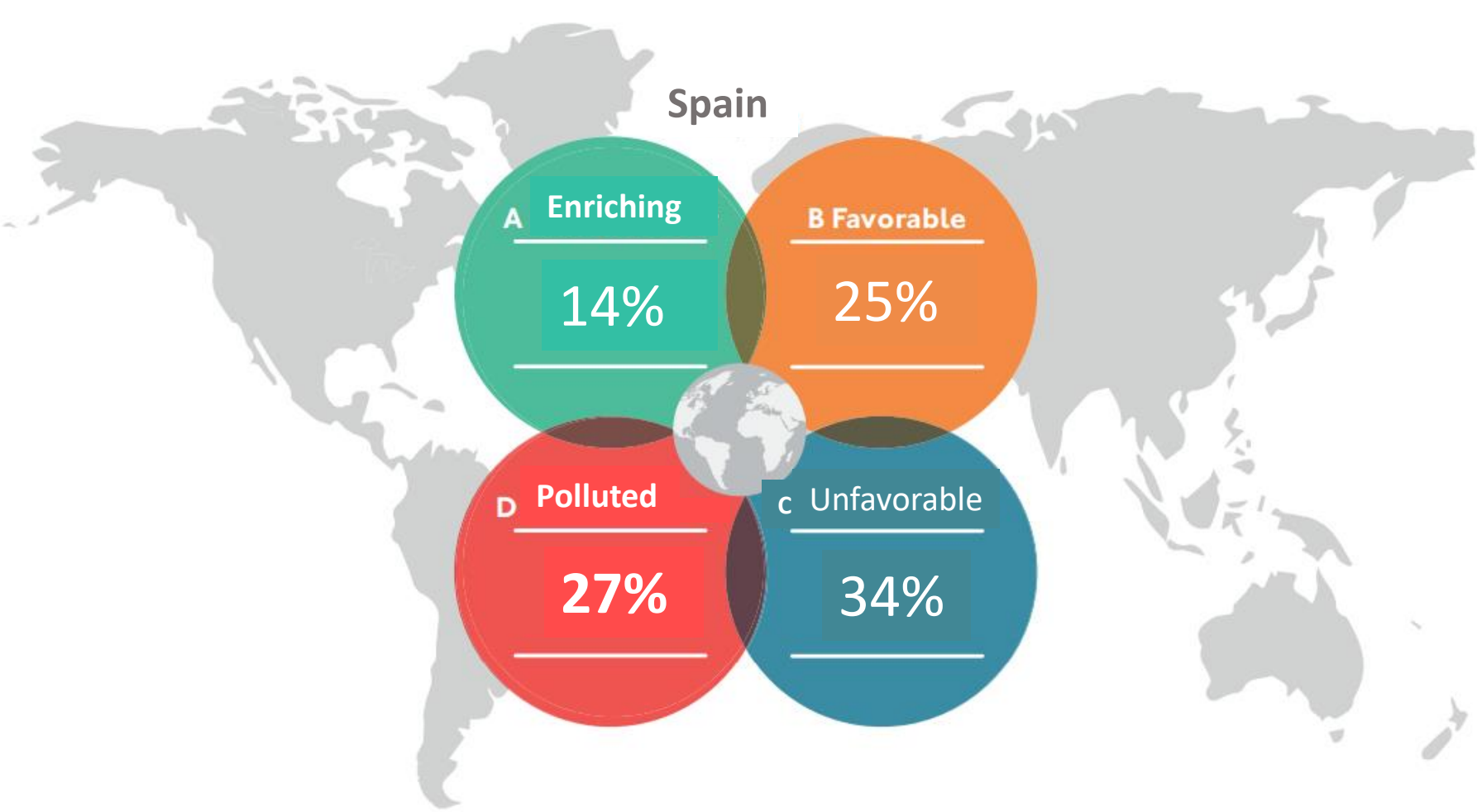


IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

Environment results:

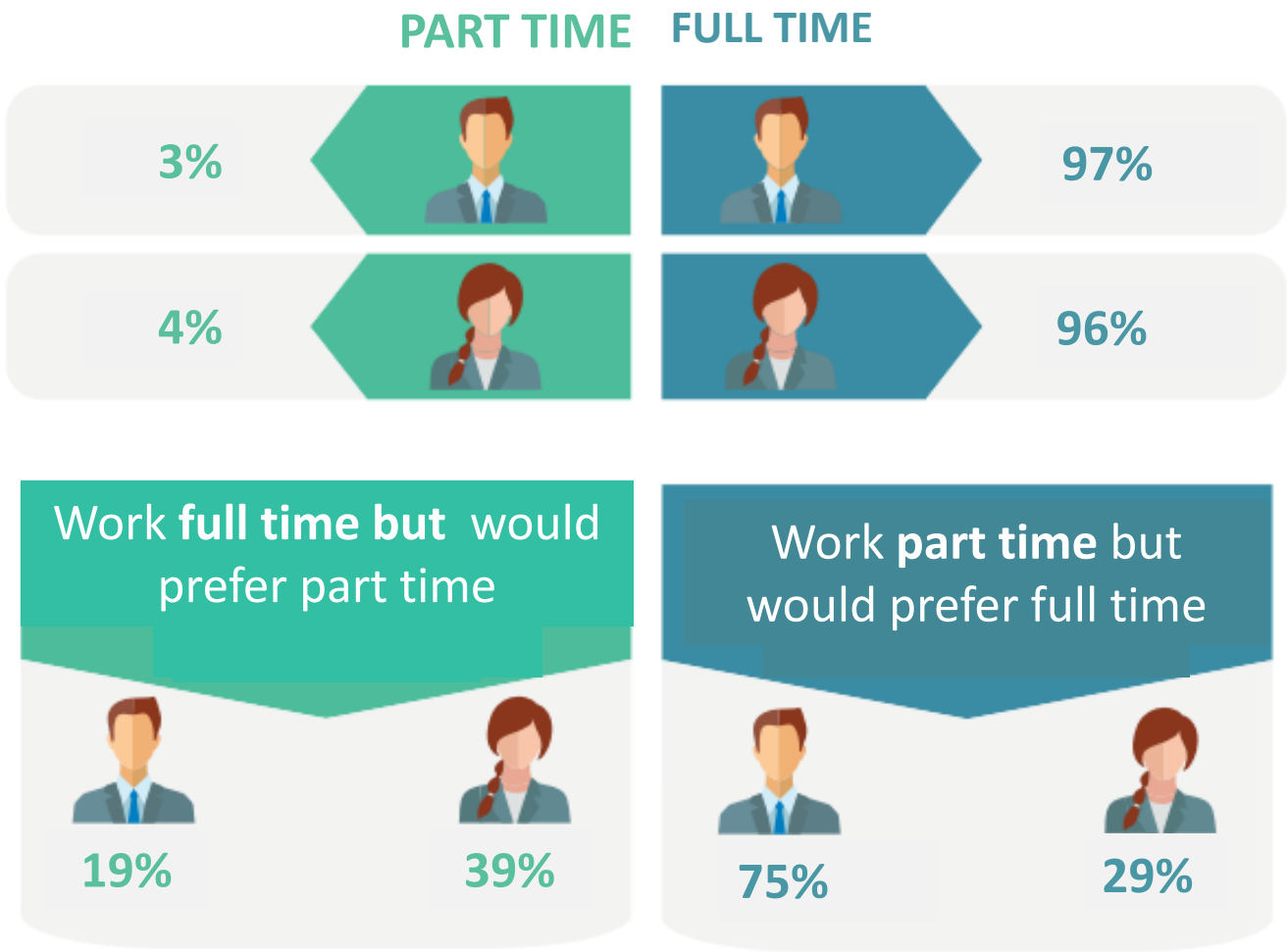
Depending on the results obtained in the three analyzed dimensions



IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

CFR Dimensions: Type of work day

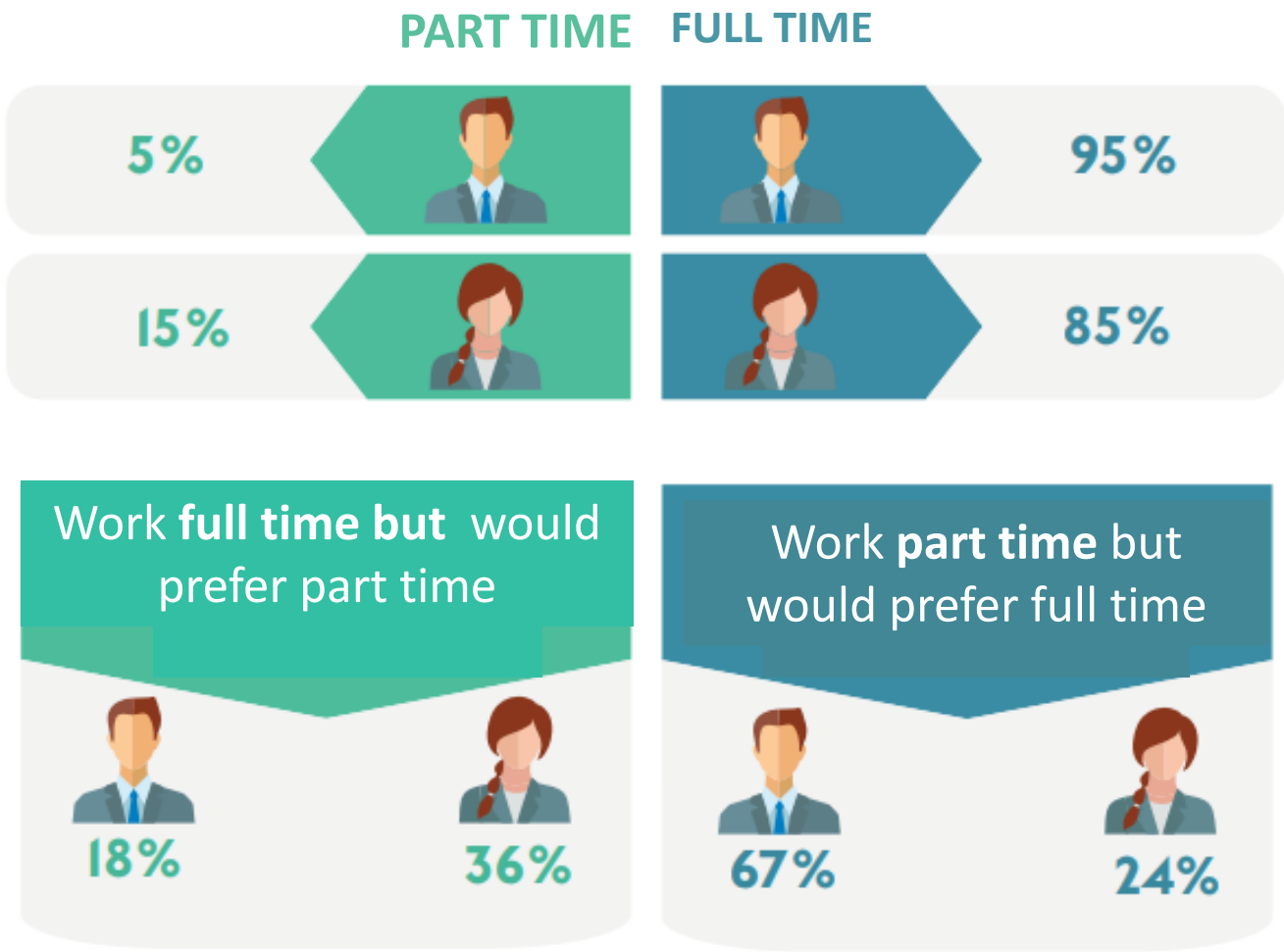


World

IESE Business School University of Navarra Centro Internacional Trabajo y Familia

IFREI IESE Family Responsible Employer Index

CFR Dimensions: Type of work day



Spain

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

Dimension CFR: Culture

We define the CFR* culture as the set of beliefs *and values shared by the members of the organization that relate to the degree integration work and family life of their employees*

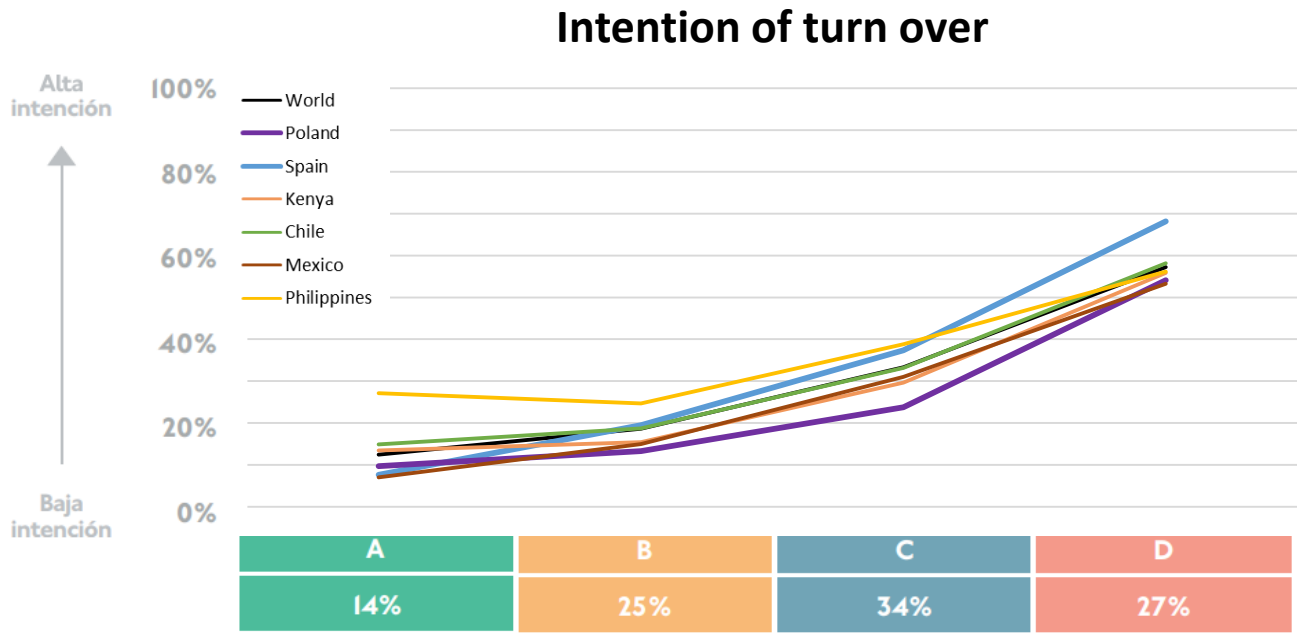
*following Thompson & others (1999)

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

Impact of the CFR

CFR Impact on the organization

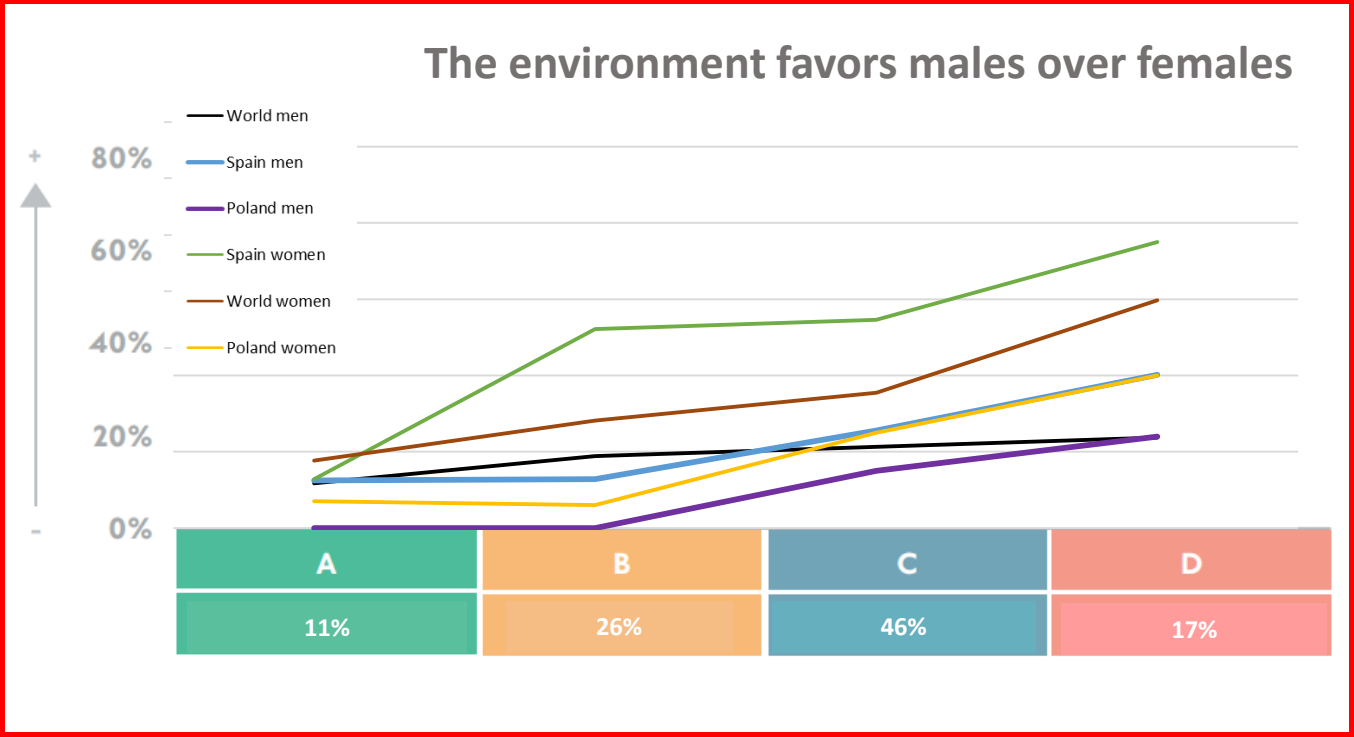


The intention to leave the company has administrative costs, as well as selection and on-boarding costs

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

CFR Impact on the organization



A high percentage of men and women working on unfavorable or polluted environments, **think that men are more easily promoted in the company compared to women.**

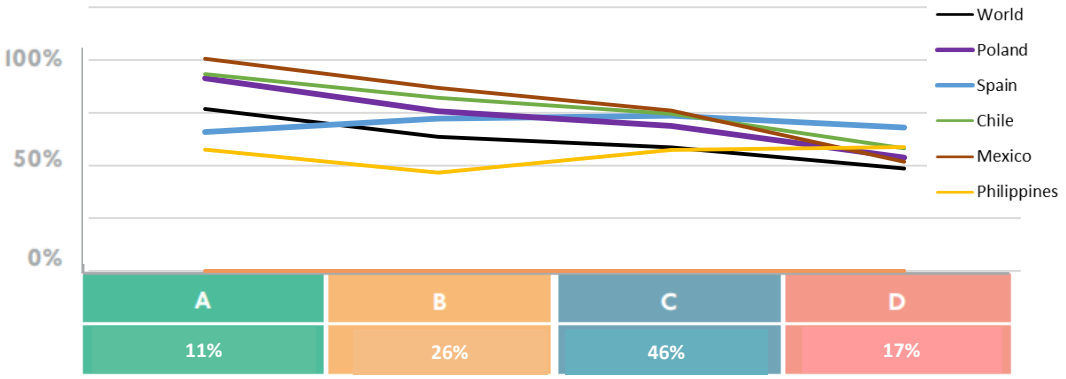
IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

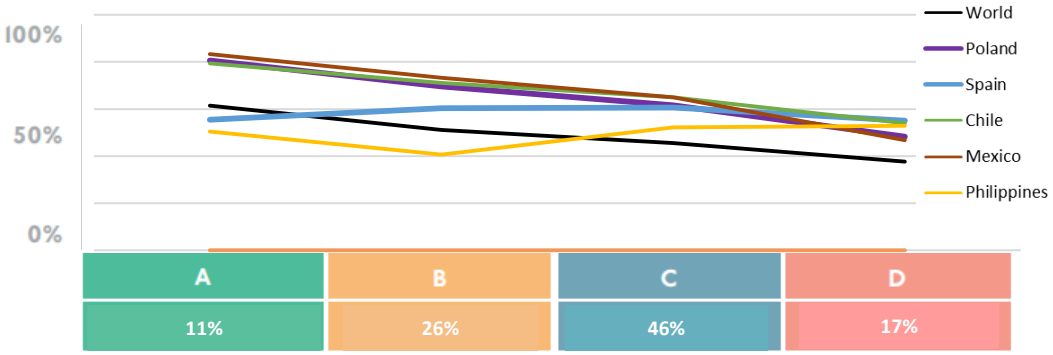
CFR Impact on the organization

The vigor and dedication of the employee tends to decrease when the work environment worsens

Vigor



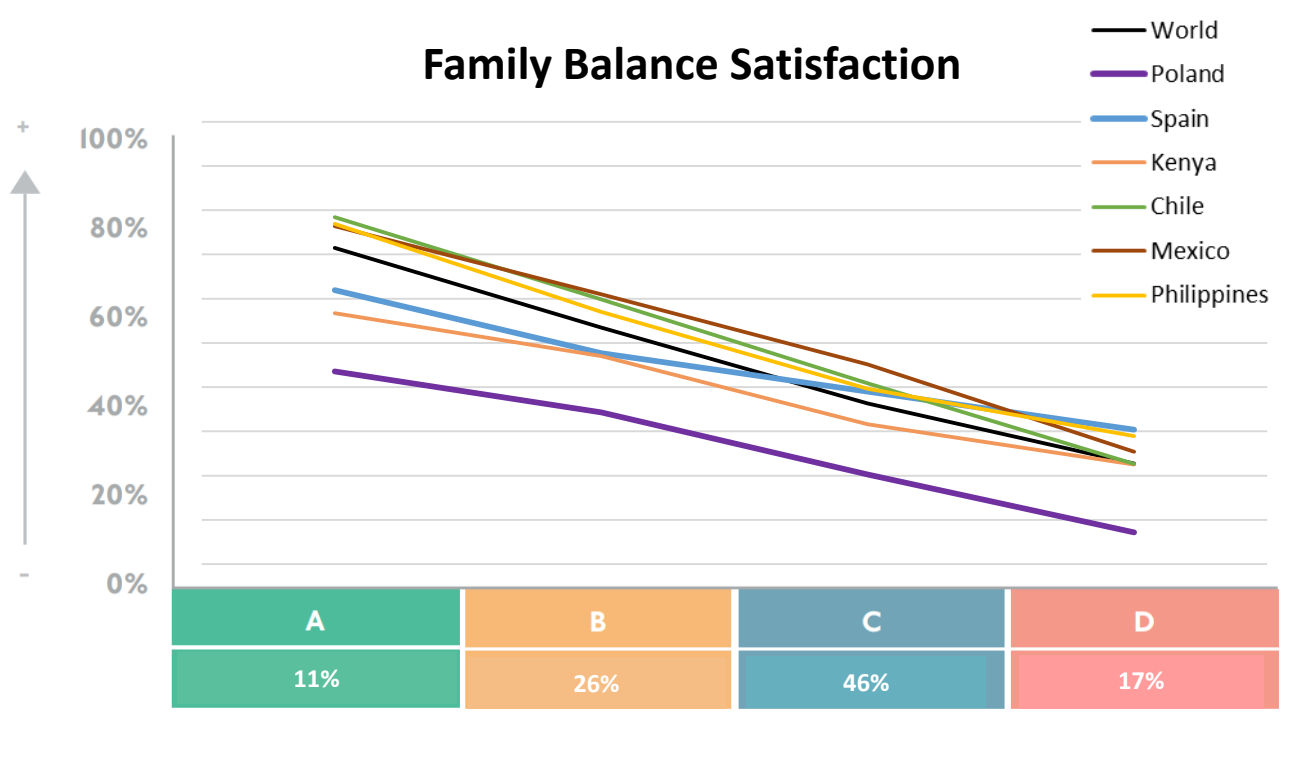
Dedication



IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

CFR Impact on the organization

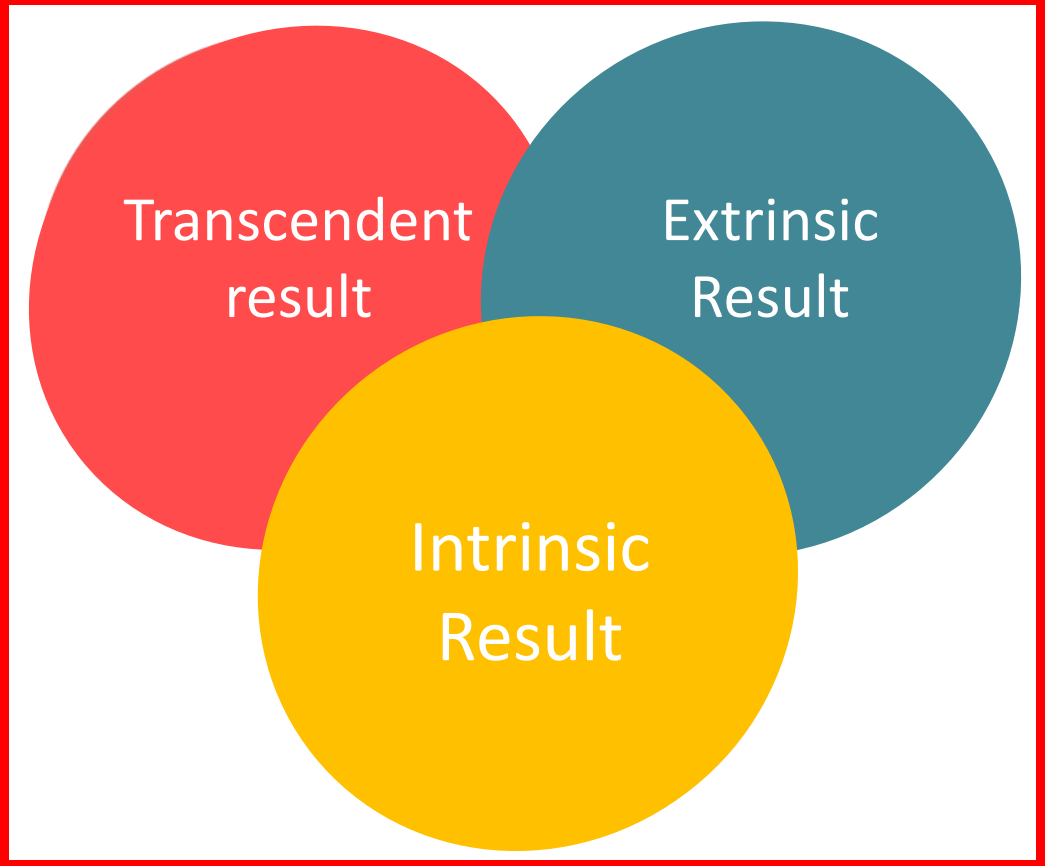


The worse the environment the lower the satisfaction with family integration.

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

CFR Impact on the employees

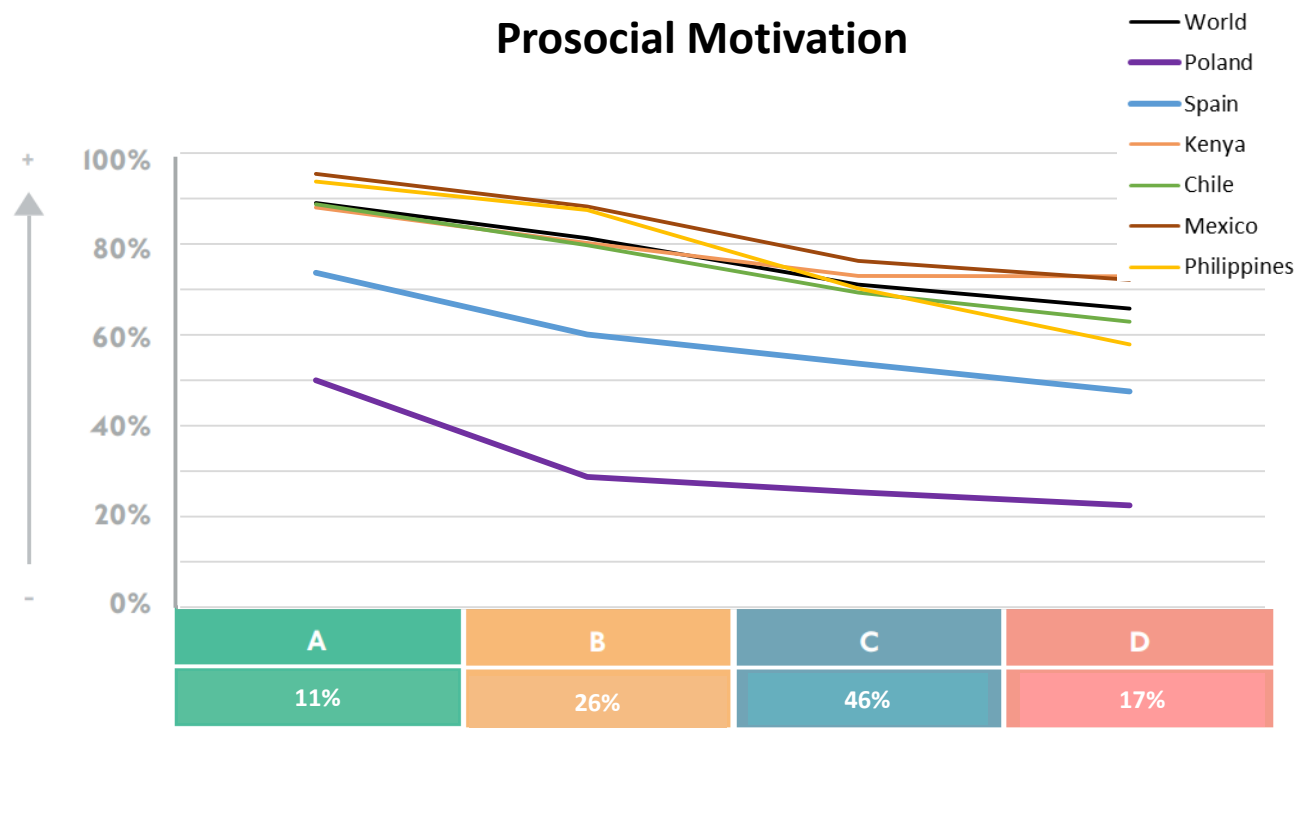


The IFREI observes three types of motivations that determine the actions adopted by employees

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

CFR Impact on the employees

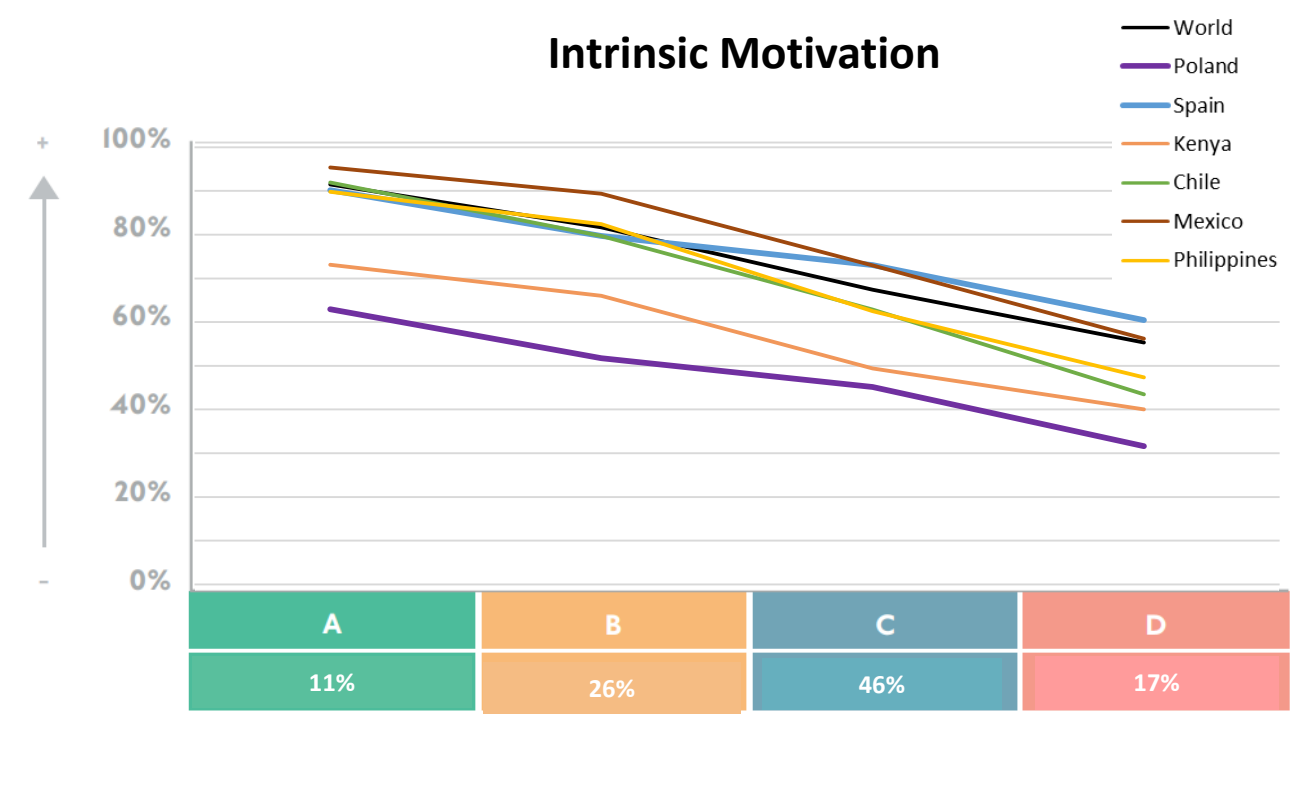


Prosocial
The employee looks for good in others when undertaking actions.

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

CFR Impact on the employees



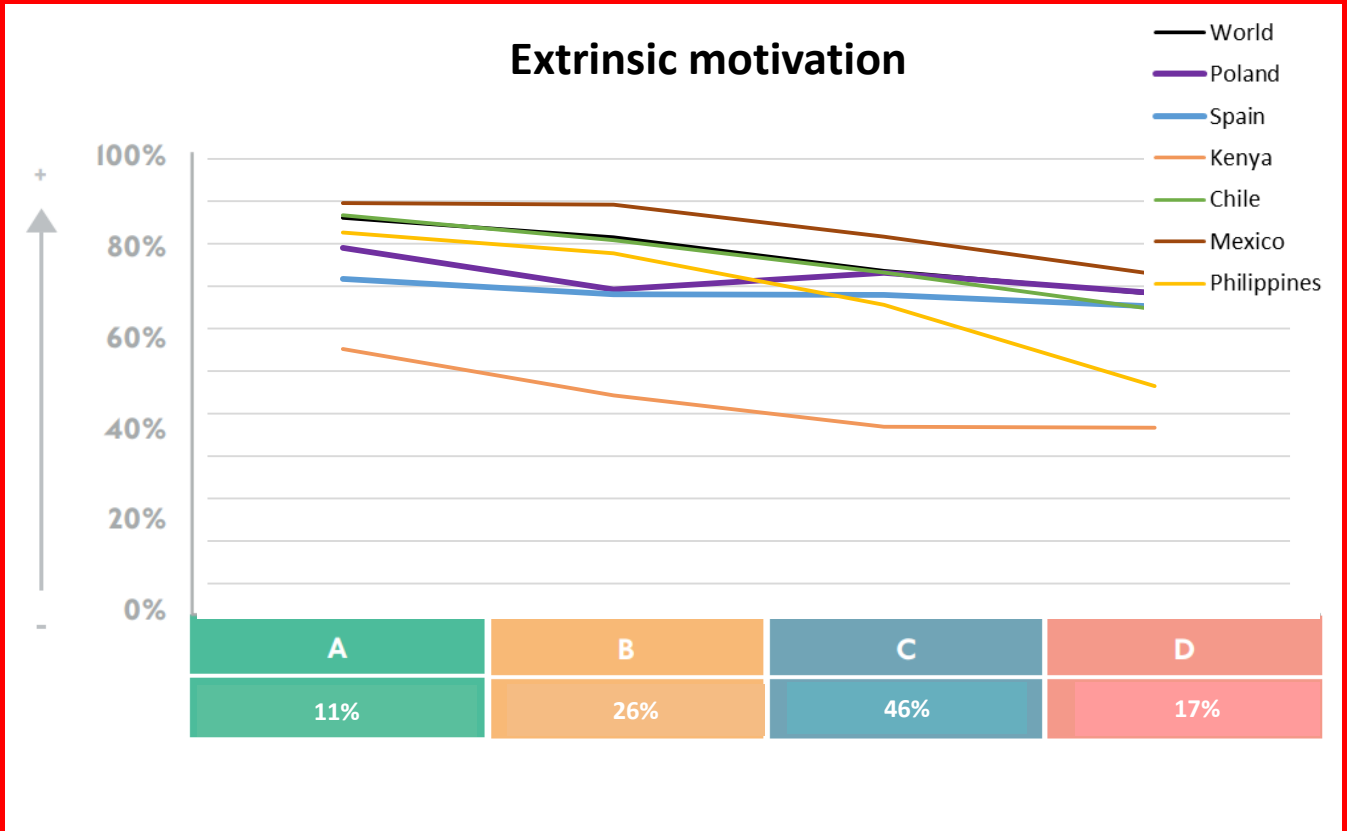
Intrinsic

The employee looks for an operative learning when undertaking actions

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

CFR Impact on the employees



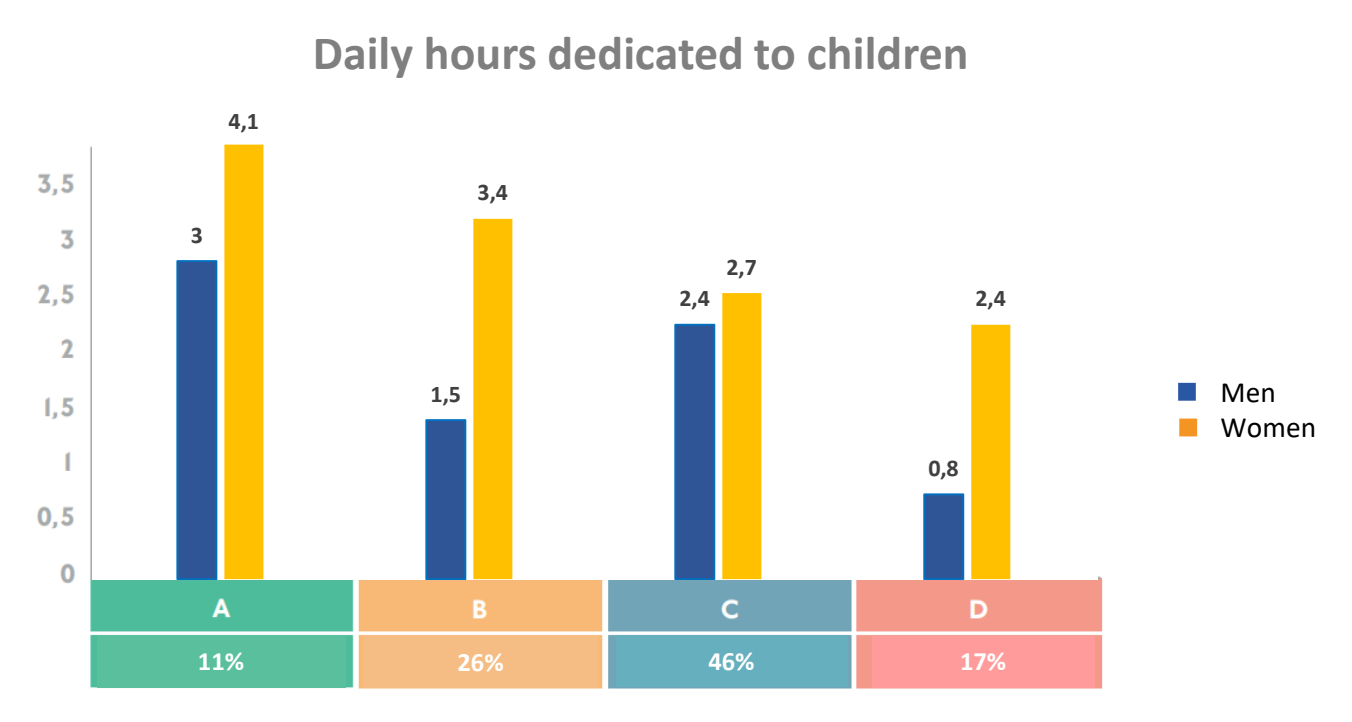
Extrinisic

It makes the employee do the work for the reactions that this generates in others

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

CFR Impact on society



Regardless of the work environment, women spend more time with their children compared to their partners.

IESE Business School University of Navarra
International Center for Work and Family

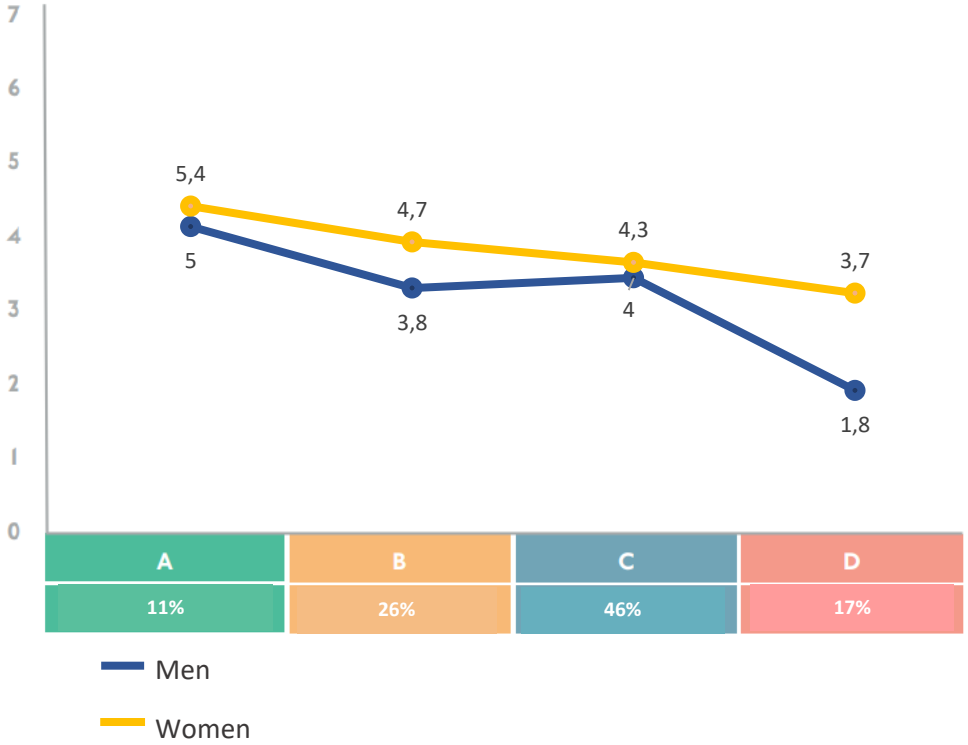
IFREI
IESE Family Responsible Employer Index

CFR Impact on society

Women dedicate more days to family meals than men.

Moreover, in all environments, men read with their children less hours compared to women.

Days in a week dedicated to family meals

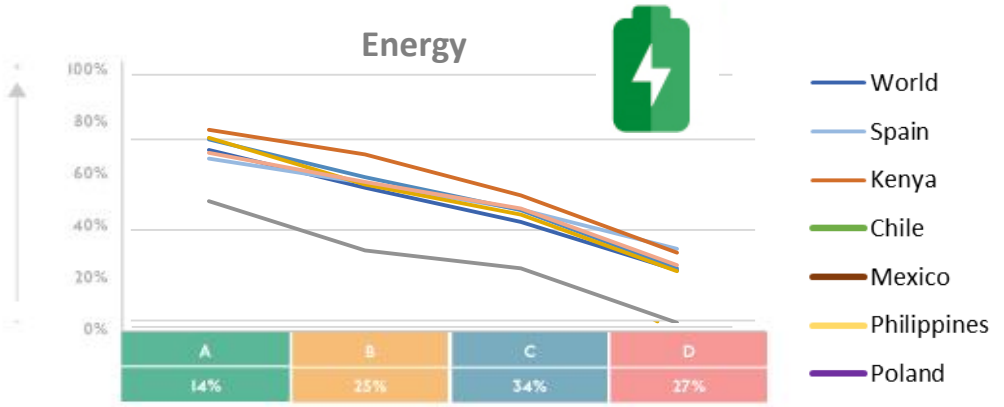


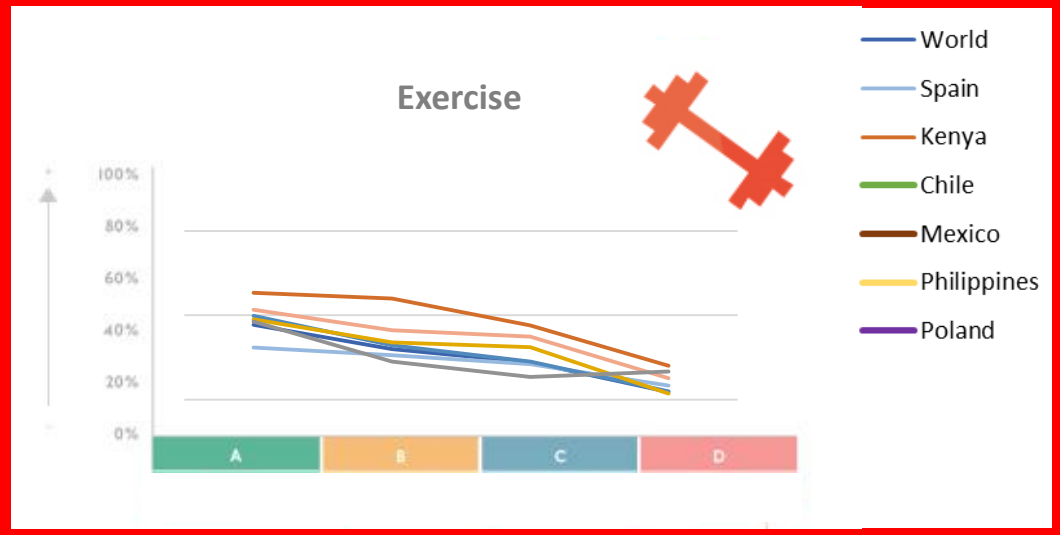
IESE Business School University of Navarra

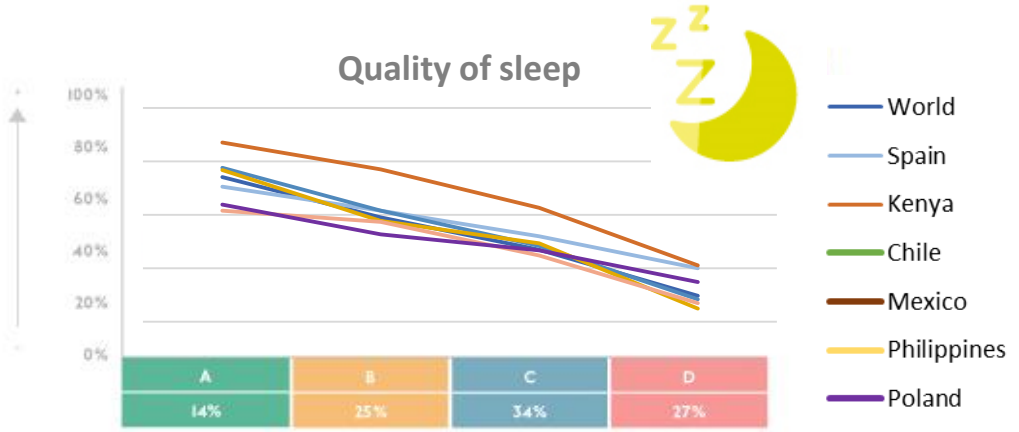
International Center for Work and Family

IFREI IESE Family Responsible Employer Index

CFR Impact on society







IESE Business School University of Navarra

International Center for Work and Family

IFREI

IESE Family Responsible Employer Index

01 Introduction to the IFREI

02 Methodology of the Study

03 IFREI results for several countries in the World

04 Conclusions

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

Conclusions

The results warn of a high degree (64%) of dissatisfaction among Polish workers.

This percentage is higher compared to the overall of the world (51%).

IESE Business School University of Navarra
International Center for Work and Family

IFREI
IESE Family Responsible Employer Index

Conclusions

Costs of being in harmful and unfavorable environments:

frei

well-working

powered by

taket

ENGAGE&MEASURE

https://mireialasheras.com/taking-the-measure-of-your-work/wellworking-english/

#IESEWork4Balance
#IESEFamily4Balance
#IFREIStudy

IESE Business School
University of Navarra

International Center for Work and Family

www.iese.edu