

BIRTH OF A CHILD

Nom de l'entreprise : Simmons & Simmons Luxembourg LLP

Secteur d'activité : Autres

Catégorie de l'entreprise : PME

Description de l'action

When parents from the same sex : legal uncertainty regarding the leave for the "2nd parent". We grant the 2nd parent a leave equivalent to the length of the paternity leave (10 days of absence).

Contexte

In the context of evolving family structures and legal uncertainties surrounding parental leave for same-sex couples, the firm has introduced a policy to address the absence of specific guidelines for the "2nd parent" in such cases.

Objectifs

Equality: Ensure equal treatment for all parents, irrespective of gender or family structure.
Legal Clarity: Address legal uncertainties by establishing a clear and consistent policy for same-sex couples.
Supportive Environment: Foster a workplace culture that recognises and supports diverse family structures.

Approche

To provide equitable support, the firm grants the "2nd parent" leave equivalent to the duration of paternity leave, typically 10 days of absence.

Impact

Inclusivity: The policy promotes inclusivity by acknowledging and supporting same-sex couples.
Employee Satisfaction: Enhance employee satisfaction and engagement by demonstrating commitment to diverse family needs.

« A faire »

« Ne pas faire »

Assume Uniformity: Avoid assuming that one policy fits all situations; be open to individual circumstances.