For societies and economies to thrive, children and families need the right conditions to thrive. The workplace is one of the most significant places where policies can be implemented to support families. Family-friendly policies are both an individual matter and a shared responsibility. They allow for a strengthened approach of investing in families and supporting parenting, and help to address challenges such as work-family conflict, care for young children, and raise children from pregnancy to school age. For societies and economies to thrive, countries and economies must be able to achieve between work and family. The global crisis of child care and child benefits, are not yet a reality for most parents around the world. Many children in low- and middle-income countries lack adequate care for those first years of life, and are unable to access early education. Countries and economies – both fathers and mothers – employment inequality, business growth, brand equity, talent recruitment and retention, and improved employee wellbeing in healthier, happier families, and healthier children.

Family-friendly policies play an important role in supporting children and families, and can have a positive impact on children’s development. To do so, they need to be developed, implemented, and monitored with the involvement of all key caregivers. Family-friendly policies can help to reduce parenting stress and promote wellbeing in parents, which in turn leads to better business, happier families, and healthier children.
1. Paid Parental Leave to Care for Young Children

**Family-Friendly Policy 1: Paid Parental Leave to Care for Young Children**

**Why is it important?**
Importance for the health and development of children and families. Typically referred to as paid maternity leave, paid parental leave can reduce families’ need for public assistance. Data from some countries (61 per cent overall and 87 percent in Africa and 88 per cent in some high-income countries as well). Forty per cent of countries (61 per cent overall and 87 percent in Africa and 88 per cent in some high-income countries as well). Forty per cent of countries.

**What is the current situation?**
As a result of these life-saving and life-changing benefits, the cumulative economic return is $300 billion per year, and employers report increased productivity and lower turnover.

**Recommendations for governments and businesses**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should undertake analysis to determine the level of paid maternity and parental leave needed to support parents.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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2. Support for Breastfeeding

**Family-Friendly Policy 2: Support for Breastfeeding**

**What is it?**
Breastfeeding, also known as lactation or feeding, is the provision of milk by a mother to her baby. It is the most nutritious and effective form of feeding for infants and young children. Breastfeeding is also important for women’s health, as it can reduce the risk of breast and ovarian cancer.

**Why is it important?**
Breastfeeding confers remarkable benefits to infant, child, and family health and well-being. It is the only food that is specifically designed for human babies. Breastfeeding is also important for women’s health, as it can reduce the risk of breast and ovarian cancer.

**What is the evidence?**
Breastfeeding is the preferred feeding method for infants and young children. It is the most nutritious and effective form of feeding for infants and young children. Breastfeeding is also important for women’s health, as it can reduce the risk of breast and ovarian cancer.

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3. Affordable, Accessible and Quality Childcare

**Family-Friendly Policy 3: Affordable, Accessible and Quality Childcare**

**What is it?**
Quality affordable childcare benefits the economy. It has been estimated that 2.5 million girls aged 5-19 are employed full-time in the formal sector, and 1.4 million girls aged 10-19 are employed in the informal sector.

**Why is it important?**
Quality affordable childcare benefits the economy. It has been estimated that 2.5 million girls aged 5-19 are employed full-time in the formal sector, and 1.4 million girls aged 10-19 are employed in the informal sector.

**What is the evidence?**
Quality affordable childcare benefits the economy. It has been estimated that 2.5 million girls aged 5-19 are employed full-time in the formal sector, and 1.4 million girls aged 10-19 are employed in the informal sector.

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4. Child Benefits

**Family-Friendly Policy 4: Child Benefits**

**What is it?**
Child benefits can reduce families’ need for public assistance. Data from some countries (61 per cent overall and 87 percent in Africa and 88 per cent in some high-income countries as well).

**Why is it important?**
Child benefits can reduce families’ need for public assistance. Data from some countries (61 per cent overall and 87 percent in Africa and 88 per cent in some high-income countries as well).

**What is the evidence?**
Child benefits can reduce families’ need for public assistance. Data from some countries (61 per cent overall and 87 percent in Africa and 88 per cent in some high-income countries as well).

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5. Support for Remuneration

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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6. Support for Education

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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7. Support for Women’s Empowerment

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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8. Support for the Environment

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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9. Support for the Economy

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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10. Support for the Health and Safety of Children

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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11. Support for the Well-being of Children

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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12. Support for Workforce Development

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.

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13. Support for Women’s Economic Independence

**Recommendations for governments**
1. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
2. Governments should establish, implement and monitor a law that guarantees paid maternity and parental leave.
3. Workplaces should provide safe, clean, hygienic, and culturally safe breastfeeding spaces.
4. Businesses should allow for full inclusion and capacity development of the private sector and donors, and subsidize childcare provision.

**What is the evidence?**
Paid parental leave has short- and long-term positive effects on parents, enjoy the assurance that any sick children will be well cared for, and meet these needs and, where appropriate, support meeting any further medical needs.