

## WORK-FAMILY RECONCILIATION POLICIES IN SPANISH SME'S

### Do SME's have work-family reconciliation policies?

*Even though the majority of Spanish companies are SME's, business research tends to focus on large companies. This especially holds true when examining the issue of work-family reconciliation. Are Spanish SME's family-responsible? What type of work-family reconciliation policies do they practice? To find out more, the ICWF has initiated research focusing on SME's, and the preliminary results are in.*

According to the National Statistical Institute, around 48% of companies in Spain have between one and 200 employees. About 51% of them are single-person companies, and only 0.18% have more than 200 employees. In light of this, it would be reasonable to expect business research to mainly focus on small and medium-sized companies (SME's), but the reality is far from this, especially in the subject of work-family reconciliation.

*The ICWF has initiated research that involves exporting the FREI analysis to small and medium-sized companies. The study currently underway (not yet available) has already yielded interesting conclusions that deserve further reflection:*

- Of the SME's surveyed, 71% are on level C of the FRE; that is, they already have some work-family reconciliation policies in place but they are not often practiced. This situation becomes even more acute for companies with fewer than 20 employees.
- Generally speaking, small companies allow more flexible schedules, while the larger ones stand out for their use of leaves of absence and telecommuting.
- Professional support / counselling / training and family services remain the exclusive realm of large companies.
- Even though FRE leadership – meaning executives' awareness of the issue – shows slightly higher values in SME's than in large companies, the budget is often not ample enough to implement work-family reconciliation programs.

#### **Methodology:**

The study sample is made up of 2,205 small and medium-sized companies, 99% of them located in the Community of Madrid. More than 65% of the companies in the sample have fewer than 20 employees, and the main sectors represented are retail and the hotel and restaurant industry.

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