

# Celebrating the moments that matter with family-friendly events and policies

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At Novartis, we are committed to supporting the health and wellbeing of our employees, to create an inclusive and flexible workplace culture that encourages innovative ways of working. We recognize that, for most, this includes being able to spend quality time with their families. As such, we have introduced several family-friendly initiatives for our associates in Singapore.

We are proud to be taking a pioneering role in ensuring greater gender equality, so all members of the family can experience the joys of their children's first moments. Since 1 January 2020, **both parents are entitled to 16 weeks of paid Parental Leave** whenever they welcome a new addition to their family. In addition, associates also receive a **child bonus** to help defray the cost of childbirth in Singapore.

For employees who need to care for their elderly parents, grandparents or older children who do not qualify under the government childcare leave, we provide **Family Care Leave** to give our associates time off to support with their various family needs.

We believe these employee benefits gives our people the time, flexibility and financial stability, to support their loved ones when it matters the most.

Novartis also wants help employees create special memories and celebrate the moments that matter with their family. **Kids@Work** is one such initiative, which we first introduced in Singapore in 2018.

During the school break, children of Novartis employees are invited to join a unique opportunity to visit their parents' workplace, to enjoy fun and age-appropriate activities with each other. The event also gave parents the opportunity to explain to their children the importance of their role in producing and delivering medicine to patients around the world. The kids participated in guided tours around the facility, donned on miniature lab gear to play scientist in the research labs and experienced fun games to bond with their parents.



Achieving work life integration is fundamental to achieving our purpose of reimagining medicine. It gives us the opportunity to tap into a broad diversity of experiences and backgrounds of our associates that open new ways of thinking and innovation. Through these initiatives, we hope to energize our people to achieve their best self at work and in life.

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