

AFFW Values

The AFFW Certification is guided by a set of core values that shape how organisations can lead the cultural shift toward healthier, more supportive workplaces for caregivers. These values provide direction for workplace policies and everyday management practices:

- **Accessibility:** Ensure employees clearly understand their legal rights and available benefits. Information should be easy to access and available in the main languages spoken in Aruba, so all employees can make informed decisions about their work and family responsibilities.
- **Ongoing Support:** Create a workplace culture where managers provide consistent, empathetic support to employees navigating parenting and caregiving responsibilities. Support should be reflected in both policies and practices.
- **Gender Equality:** Support both women and men as caregivers to promote more equitable homes. This includes strengthening parental leave protections, encouraging shared caregiving responsibilities, and ensuring that family-related benefits are accessible to all genders.
- **Inclusivity:** Recognise the diversity of families. Provide meaningful support to single caregivers, caregivers of children with disabilities, adolescent caregivers, and other employees with specific caregiving needs.
- **Collaboration:** Work in partnership with government, civil society, and the wider community, under the shared understanding that family-friendly practices improve wellbeing for families today and future generations tomorrow.
- **Safe and Supportive Environments:** Foster a workplace culture that prioritises employee wellbeing. Clear policies, respectful leadership, and supportive practices contribute to higher engagement, stronger retention, and improved performance.
- **Community Involvement:** Acknowledge that parenting does not happen in isolation and caregiving extends beyond the workplace. Employers can support families by connecting employees to relevant services and resources that contribute to their children's healthy development and promote a more balanced distribution of responsibilities.