



Emerging Good Practices in Care Policy and Legislation

BETTER PRACTICES IN LEGISLATION, POLICY AND FINANCING SUBSIDISED CARE SYSTEMS: USING THE “5R” APPROACH AND PRINCIPLES

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To create a modern, effective institution, support must be provided to the people who keep it running.

That meant introducing policies to benefit Parliamentarians AND staff

Women at the Office of the Parliament

- **Total staff: 350**
- **Total number of women: 200**
- **Many are parents or care-givers to elderly relatives**



Flexible Work Arrangements

- **Staggered work hours:
7am - 3pm, 8am - 4pm &
9am - 5pm**
- **Work from home options
(where roles allow)**



Health and Well-Being Policies

- **Annual Health Month (April) with provision of free health services**
- **Periodic mental health & wellness seminars**
- **Access to free Employee Assistance Programme**
- **Access to free on-site gym facilities, instructors and classes**



ANNUAL HEALTH MONTH

Free Medical Services

Vision, hearing, blood pressure,
mammograms, HIV, glaucoma

Fitness Focus

BMI testing, aerobics burnouts,
hikes, cricket and football

Fun Activities

Beach games, healthy food
sampling, spa services



Family-Friendly Measures

- **Free Child care services are available during the mid-year school vacation**
- **Establishment of lactation space in the Parliamentary Complex**





The participating children are provided with:

- **Daily Assignments (School Revision)**
- **Arts & Crafts**
- **Field Trips**
- **Games**
- **Interactive Learning Sessions**



A dedicated space has been outfitted with a changing table, diaper bin, and other necessities for parliamentarians and staff members with babies.

Lessons learnt from the Parliament of Trinidad & Tobago experience

CONSISTENCY IN LEADERSHIP SUPPORT

LEADERSHIP (BOTH MALE AND FEMALE) SHOWS RESPECT FOR THESE POLICIES AND THAT REINFORCES THEIR LEGITIMACY.

INSTITUTIONAL INTEGRATION

THESE PRACTICES ARE NOT TREATED AS TEMPORARY ACCOMMODATIONS BUT AS PART OF THE PARLIAMENT'S ORGANISATIONAL CULTURE.

COLLABORATION IS KEY

REQUESTING SUPPORT AND ADVICE FROM OTHER ORGANISATIONS (EG PARLAMERICAS, MINISTRY OF HEALTH) HELPED WITH IMPLEMENTATION

Parliaments can be both high-performing and humane!!

