BBVA

News
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BBVA awarded certificate of family-responsible company

BBVA's efforts to ensure equal opportunities for all its employees have merited it the certificate of family-responsible company (EFR). The + Familia Foundation has awarded this acknowledgement to the organisation in Spain, although, conceptually, it can be extended to encompass the entire Group, due to its efforts to offer a reconciliation plan entitled Quality of Life to its over 100,000 employees all over the world.

Ramón Feijóo, Director of Human Resources Spain and Global Business Areas, today attended the 3rd edition of the awarding ceremony for the said certificates, which is held at the ONCE Foundation, within the framework of a seminar on *Reconciliation and equality, a personal, family and business need.* In addition to Ramón Feijóo, also participating were Amparo Valcarce, State Secretary for Social Affairs; Antonio Trueba, president of the + Familia Foundation; Ignacio Sánchez Galán, chairman of Iberdrola; and Francisco Martín Frías, chairman of MRW; among other speakers.

The EFR certificate acknowledges the commitment and efforts made by companies in Spain using pioneer measures in matters of reconciliation. BBVA was the first bank in the Ibex 35 to anticipate the Act concerning the reconciliation of work and family. In 2005, it signed an agreement with trade unions for the granting of parental leave which was later included in the Equality Act and, in December 2007, it launched its Quality of Life plan.

Last February, BBVA successfully passed the audit carried out by DNV with interviews held with 1% of the workforce in Spain, and, as a result, it was awarded the title of Committed Company (level C). Now, the Group, together with the + Familia Foundation, is working to extend the certification to Latin America, where the process is already well advanced in Colombia, Mexico and Chile.

+ Familia Foundation
The + Familia Foundation, a private body set up in 2003 with BBVA being one of its committee members, awards EFR certificates in Spain to companies complying with certain requisites after passing an audit process. Being a family-responsible company means that the company takes on a commitment to society and workers and their obligations with their families, thanks to measures like flexible timetables, support for employees' families, quality employment, professional development and competence and equality of opportunities. This object responds to a management model based on communication with employees, leadership and the style of management.

The advantages of a family-responsible company are related with enhanced corporate reputation, the attraction of professional talent, reinforced responsible investment by the company and increased competitiveness.