

Presentation of the Work-Life Balance Barometer

Commitment to diversity management strengthens sustainability and innovation in organizations

Fundación Másfamilia and Cepsa present the results of the III edition of the Work-Life Balance Barometer

Madrid, September 23, 2021. [Fundación Másfamilia](#), in collaboration with [Cepsa](#), has presented, at the 'Diversity and Conciliation Dialogues' hybrid event, the **third edition of the 'Work-Life Balance Barometer – efr index'**, a study carried out to find out and assess the state of the balance of personal, family and work life in our country.

The main conclusion from this 2020 edition is that **the state of work-life balance in Spain has experienced a significant improvement** of 5.0 points, which brings it to more than 12 points above the starting level in 2008.

In accordance with the data of the Barometer-efr index, **the improvements have taken place in both the social and business spheres.** In the social area, there was growth in all the indicators, although not as much as in the previous edition, with a 6.4-point improvement in **equal opportunities** and a 5.6-point increase in **public health**. However, other indicators, such as birth rate and family indicators, are declining slightly.

There has also been a significant improvement in the business sphere. Growth is observed in indicators such as **reputation, work-life balance management and Corporate Social Responsibility (CSR)** with an increase of 17, 19.1 and 7.3 points, respectively.

The overall analysis of both social and business indicators reveals a positive result, which is reflected in the **public's perception of the evolution of work-life balance** in Spain. The citizen perception indicator improved in this edition, with the average of the responses standing at 3.2 on a scale of 1 to 5, taking into account that in the previous survey it stood at 2.3 with a negative trend.

Diversity and Conciliation Dialogues

During the event, kicked off by Cepsa HR and Organization Director Carlos Morán, a **round table discussion on diversity and conciliation** was held, moderated by Fundación Másfamilia Communications and Alliances Manager Isabel Hidalgo. **María de Santos**, Head of Employee Experience, Culture and Diversity and Inclusion at Cepsa; **Teresa Quirós**, VP of EJE&CON; **Azucena García Calvo**, Director of Corporate Development at Fundación Bequal and **Óscar Muñoz**, co-founder and co-CEO of REDI have all taken part.

María de Santos said that "committing to diverse talent gives companies a competitive edge, not only because diversity is one of the main sources of innovation, but also because it is a way to ensure sustainability." Meanwhile, Teresa from EJE&CON said that 'diversity management must be included in the education of the children from an early age in order to truly bring about the change that our society needs. Oscar Muñoz

and Azucena García agreed on the need for training and raising awareness to normalize and enhance diversity in organizations.

A study that measures work-life balance

The Work-Life Balance Barometer is a study prepared by Fundación Másfamilia with the sponsorship of Cepsa, to determine **the evolution of the state of work-life balance** in Spain.

With this objective in mind, in this third edition, **87 social and business indicators related to work-life balance have been analyzed**, with the aim of extracting an index to analyze their evolution between 2008 and 2020.

Cepsa

Cepsa is a global energy and chemical company operating at every stage of the oil and gas value chain. Cepsa also manufactures products from plant-based raw materials and operates in the renewable energy sector. Cepsa has 90 years of experience and a team of over 10,000 employees, who combine technical excellence with adaptability. Cepsa operates on five continents.

Fundación Másfamilia

Fundación Másfamilia is an independent, non-profit organization that has been working since 2003 to provide innovative and highly professional solutions such as the efr Certificate in work-life balance management, which is already used by more than 800 organizations worldwide. Likewise, Másfamilia develops actions that improve the quality of life and well-being of families through the reconciliation of personal and working life, in return for the important role they play as an element of social cohesion.

For more information and to arrange interviews:

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